

## **Diversity & Inclusion Policy**

### **Luxoft, a DXC Technology Company July 2020**

Review date: October 2022

## 1. Introduction and our commitment

At Luxoft, a DXC Technology Company (Luxoft or the “**Company**”), we believe that a diverse and inclusive workforce is a lever to running a sustainable and successful business. Diversity & Inclusion (**D&I**) encompasses one of our key values for the Company, such as **respect**. This Diversity and Inclusion Policy (this “**Policy**”) sets out our key D&I principles and commitments.

This value drives the diversity and inclusion agenda, treating people fairly, being accessible, inclusive and valuing perspectives.

Our objective is to ensure that our people and future employees can thrive in a working environment providing equal opportunity regardless of age, disability, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, religion or belief, gender and sexual orientation or any other characteristics that make our people unique. We are opposed to any form of discrimination.

This is a group policy which provides the guiding principles of Luxoft as an equal opportunity employer and is applicable to all our people globally.

This document is fully supported by the top management and sets our Company’s commitment, vision and key focus for enhancing diversity and inclusiveness, how we seek to achieve this and how we measure progress. To meet our commitment, we have created a strategy and action plans which will be implemented globally and locally in a multi-year time horizon.

Luxoft complies with all applicable local laws, labor agreements and regulations pertaining to non-discrimination and equal opportunity.

## 2. General Principles

For us, diversity is about embracing our differences. It refers to all the ways in which we differ from one another, which includes visible differences such as gender, race, cultural heritage, age, disability, and invisible differences, for example, disabilities, career history, social and academic background and any other dimension of diversity.

Inclusion refers to creating a work environment and culture where all differences are valued, respected and leveraged without any bias. Everyone can access the opportunities available to contribute and achieve success within the Company.

Our principles of D&I are:

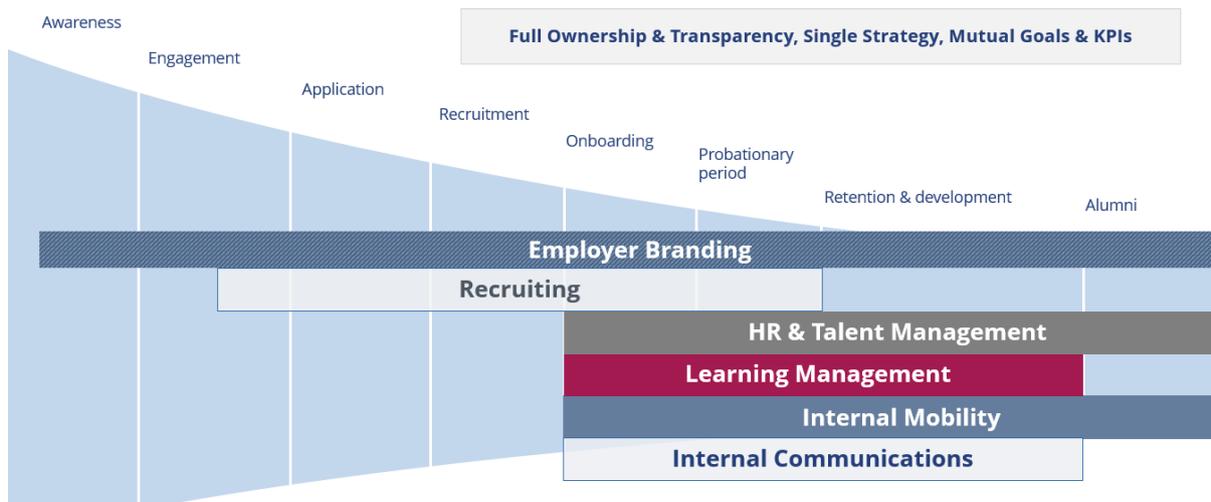
- **Our people demonstrate awareness and commitment** through embedded D&I practices in everything we do.
- **Inclusive working environment** where everyone can feel respected, valued and accepted and have equal access to opportunities within the Company.
- **Equal opportunity culture** where everybody feels valued, included, treated fairly and with dignity.
- **Build on our existing foundations to further develop our diverse talent pool.**
- **Enhance our reputation** as a D&I employer and business partner of choice.

We believe these areas will boost morale, reduce absenteeism, and enhance productivity and performance leading to greater business success. We strive to create and maintain a diverse pool of talent through attraction, selection and retention.

We aim to build a sustainable future, through diversity and inclusion which will enable us to acquire and develop talent from a wider talent pool, based on objective criteria and individual merit, to champion global teams which in turn should give Luxoft a competitive advantage.

Our commitment is to live daily in a diverse and inclusive environment in the whole talent acquisition and management value chain.

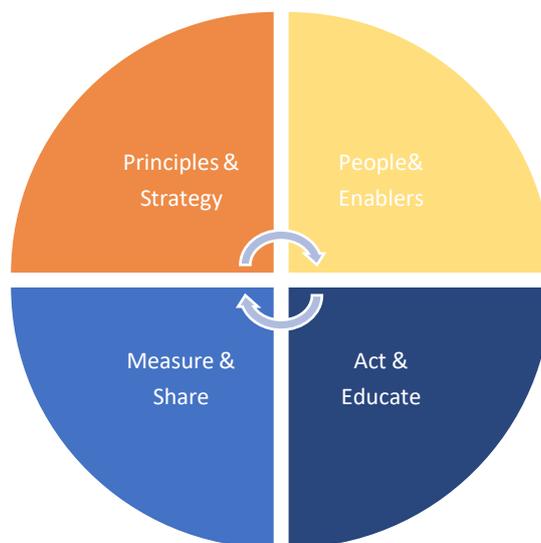
### Talent Acquisition and Management Value Chain



We extend this commitment to all areas of our business, including and not limited to, meetings and day to day interactions, projects and design or vendor management.

### 3. Diversity & Inclusion model

The Company D&I model is simple. It shows how we are organized to achieve our D&I goals.



Our **principles** provide the focus and direction to deliver our **D&I strategy, whereby each region is responsible for creating** action plans to deliver locally which align with our D&I principles. We accept that to foster a truly diverse and inclusive workplace, we need to keep adapting our internal programs, practices and/or engineer new ones. We actively encourage our communities, suppliers, customers, partners and other stakeholders to join us in this commitment. To make sure that accountability and ownership take place at all levels, we have created these **governing bodies**:

1. **Diversity & Inclusion Global Committee:** is responsible for e.g. the implementation of the Company D&I strategy, defining global initiatives on D&I, ensuring internal and external communication on D&I, evaluating the progress on organization D&I goals. The committee is co-chaired by the Global HR Operations Director and D&I Program Director and comprises: Representatives of global D&I networks (e.g. employees), D&I Project Team Members, Legal,

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Senior EB Director, CSR Manager, Business leaders from each LOB. The Committee shall determine its meeting schedule, which shall be on a periodic basis. Global D&I Committee reports to SVP TAM/COO.

2. **Diversity & Inclusion Local Committee:** responsible for e.g. developing the local D&I strategy action plan, taking into account the varying geographic and socio-cultural contexts (e.g. reflecting varying regulatory contexts and differing starting points). The Committee is to promote, facilitate and support the implementation of the corporate D&I initiatives at local level and/or business unit project level. Comprises HR Director from location, GLM representative, local D&I champions from business and/ or employees' networks. Local D&I Committee reports to Global D&I Committee.

The Company and our people are fully engaged to achieve our commitments in this Policy. Commitment is one of our values. We believe that **education** provides a foundation of why D&I matters. Our People should all take part in a variety of training and/or workshops that the Company will provide. Simultaneously we aspire for everybody to have access with the possibility to grow within the Company by driving their careers into desired roles through mentoring, partnership, networking and training programs. We will actively **communicate** about the positive impact of D&I internally and externally. Our success of D&I is measured by using data & analytics to track progress and constantly develop targeted measures.

### 4. Responsibilities

Under this Policy, all people around the world, regardless of employment category, have the individual responsibility to follow the rules established to ensure equal opportunity and non-discrimination, to call attention to any suspected or alleged discriminatory practices, and to refrain from harassing or intimidating other employees, customers or visitors for any of the reasons stated in this Policy.

<b>Team Members responsibility</b>	<b>Manager's responsibility</b>
I. treat everyone you meet with fairness, respect and dignity	I. make decisions about the recruitment, selection and development of employees based on an objective criterion, including qualifications, skills and experience
II. report if you witness, or are aware of, any behaviour which you believe constitutes bullying, harassment or discrimination	II. ensure decisions for projects and opportunities are not based on race, religion, gender, age, sexual orientation, marital status, disability, or any other protected characteristics as required by law
III. do not behave in a manner that is disrespectful, bullying, intimidating, offensive or malicious, or make jokes which are discriminatory or inappropriate	III. create a workplace in which every individual feels supported and inspired to operate to their full potential
IV. do not engage in sexual harassment including unwelcomed or inappropriate physical contact, expressions, gestures, comments or invitations	IV. be mindful of unconscious bias and be open to understanding perspectives that don't fit immediately with their own
V. do not exclude others from discussions due to their race, religion, gender, age, sexual orientation, marital status, disability, or any other protected characteristics as required by law	V. become a D&I role model

### 5. Contact Us

Breaches or alleged breaches of this Policy will not be tolerated and will be fully investigated. We encourage dialogue and value feedback that helps to identify barriers to progress. To discuss D&I at Luxoft, please contact us here: [DandI@luxoft.com](mailto:DandI@luxoft.com) or contact HR team in your location.

**Senior Vice President Global Talent  
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**E. Goryunova**