

Apex Layer

Highlights of Diversity, Equity & Inclusion Policy

Our DEI policy aims to create an environment of equal opportunity to all candidates, employees and partners where they can achieve their full potential, feel valued and appreciated for who they are.

Our diversity, equity and inclusion charter as set out in our DEI Policy focuses on five areas:

1. **Ethnicity/Nationality** – As a global company operating in over 30 countries and having a diverse set of clients it is important for our workforce to be global in mindset as well as local in connection, to better align with the sensitivities of the countries we operate in.
2. **Persons with Disability** – Over 1 billion people or 15% of the world’s population experience some form of disability. Persons with disabilities often face adverse socioeconomic outcomes such as less education and lower levels of employment. In our organizational capacity we encourage qualified PwD to join our workforce and be an integral part of the company.
3. **Gender (Women)** – Women make up about half the population but their representation at the workforce is much lesser. Women in the workforce bring in a diversity of skills and experience that improves innovation, increases financial returns, and creates a more equitable society.
4. **LGBTQ+ Inclusion** – The LGBTQ+ population comprises 5% - 10% of any population, according to multiple studies. LGBTQ+ individuals often face discrimination, stigma, or adverse behavior in society just because of the way they identify. Organizations can play a key role in influencing perceptions and creating a safe environment where LGBTQ+ individuals are equally respected and valued. They can be the role models for changing the mindset in society.
5. **Veterans** – We recognize the service that veterans have put in towards the armed forces of the nation. They bring together a wealth of knowledge, wide-ranging experience and skill to the workplace, coupled with a discipline and focus, which will help organizations succeed.

Sustaining a culture of inclusion requires us create a psychological safe space where Inclusion translates into respect, belongingness, empowerment and progress for all.

Our Principles

To create value and benefits from the culture of DEI, it is required to comply with following principles in all DEI related initiatives and policies within the business:

- **Ensure and embrace diversity in workforce** – by aspiring to have a workforce which is reflective of the local communities/business in which we operate, including diversity by reason of gender, age, nationality, ethnicity, education, religious or political beliefs, gender identity or expression, language differences, family or marital status, physical, mental and development abilities, race, sexual orientation, social or economic class, education, work and behavioral styles, political affiliation, military service, caste, and other characteristics that make our employees unique.
- **Improve talent management** – by ensuring recruitment, selection, development and promotion processes are solely based on merit, devoid of any kind of biases and discrimination while reflecting the value organization places on inclusion, diversity and fair, equitable access to opportunities for all; by targeting balanced representation at various levels.

- **Value and respect diverse approaches** – by leveraging diverse thinking, talents, expertise and working styles of our employees, contractors and others with whom we work and providing inclusive work environments in which they can flourish and reach their maximum potential.
- **Support flexibility for employees** – by providing opportunities for work arrangements and all necessary supports that can accommodate changing and reasonable needs of diverse groups at different career and life stages.
- **Respect stakeholder diversity** – by developing relationships with diverse shareholders, governments, communities, customers, clients, partners and suppliers which is reflective of our commitment to DEI objectives to external world.
- **Advocate pay equity** – by determining fair remuneration for all diverse groups undertaking work of equal value considering capability and experience of employees reflecting local market conditions and practices and individual performance across our workforce, without any kind of discrimination and prejudice.
- **Fair performance management process** – by ensuring that the performance management process is objective, fact based and free from bias.
- **Advocate DEI** – by engaging/allowing employees to participate in various activities which are directed towards promotion of culture of DEI in the organization.
- **Accessibility Standards** - by complying with the accessibility standards in all our physical infrastructure, documents, policies, and IT systems that can help all our stakeholders including people with diverse abilities.
- **Advocate DEI Supply Chain** – by educating our suppliers, ensuring DEI principles are adhered to in our supplier code of conduct and promoting business from diverse suppliers.

Discrimination, Harassment and Bullying

We believe that each one of us has the right to work in an environment that is free from the effects of any kind of discrimination, harassment, or improper behavior. The organization will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors, co-workers, or non-employees at workplace.

LTIMindtree explicitly prohibits any form of discrimination, harassment, or bullying. It is the responsibility of each employee to respect the right of their co-workers. We take allegations of discrimination, harassment and bullying seriously, and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or the resolution of the matter.

LTIMindtree encourages employees to report in good faith any possible violation of this Policy. We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy or in good faith provide information in connection with a report or investigation of any such conduct.