



Luxoft Diversity and Inclusion

Overview

At Luxoft, we believe that a diverse and inclusive workforce is a lever to running a sustainable and successful business. Diversity & Inclusion encompasses one of our key values for the company: respect.

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

Our Commitment to Diversity

Our objective is to ensure that our people and potential job applicants are given equal opportunities and that our organisation is representative of all dimensions of diversity. Each person is respected, valued and experiences a working environment which strives for our people to give their best.

Luxoft aspires to provide equality and fairness to all, and provide favorable treatment on the grounds 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 all forms of unlawful and unfair discrimination. Our commitment is to live daily in a diverse and inclusive environment in the whole talent acquisition and management value chain.

„Luxoft embraces the inclusion and diversity of its employees. I firmly believe that a diverse workforce is essential for any company that strives to have a competitive advantage today.“

Dmitry Loschinin
President and Chief Executive Officer

5 Luxoft Principles of **Diversity & Inclusion**

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

Diversity

is about embracing 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.

See the Luxoft Diversity and Inclusion policy [here](#).

D&I is a part of Luxoft CSR global strategy

We want to ensure the sustainable growth of our Company by attracting and developing talents to provide better technology solutions for our clients, and by making a positive change to the communities we operate in.



Environment, health, and well-being

- building stronger communities, ensuring a healthy work environment, supporting environmental initiatives and promoting well-being among all our employees to improve the productivity of our operations as well as supporting eco activities across locations.

Diversity & Inclusion

- creating an inclusive, ethical workplace where diversity matters, attracting and developing diverse talents, promoting diversity and inclusion programs internally and externally

Quality Education

- ensuring high quality education and opportunities for career development to attract and retain the best talent, providing support to educational institutions

Luxoft CSR Practice Overview



500+ CSR Ambassadors



100+ CSR Projects Implemented during the Year



50+ CSR Incubator Volunteering Projects Accomplished since 2017



30+ NGO partners worldwide



Luxoft is built by Luxofters. The members of our global team form the backbone of our business, so we make sure to fuel their continual achievement while simultaneously building the highly effective teams that are the Luxoft incubators for unparalleled accomplishment. The ethos guiding our investment into each and every Luxofter can be described in **three core words**:



Grow

- Training Center Programs
- Leadership Academy
- Mentoring Program
- Internal Mobility
- Relocation Program
- Culture of Feedback



Unite

- Tech Communities
- Internal Social Network
- Corporate Celebrations
- Global CSR D&I Programs
- Volunteer Club



Lead

- High Performers Club
- LuxStars Program
- Luxoft Technology Series
- Luxoft CSR Incubator

During FY2022, Luxoft Employees completed

 **33.300+**
hours of trainings

 **1.800+**
training hours in
Leadership Academy

 **18.100+**
IT-based trainings

 **220+**
training hours in
People Management
University

 **15.100+**
non-IT-based
trainings

 **480+**
training hours in
Project Management
Academy

 **38.100+**
closed requests

 **12.700+**
unique participants



The High Performers Club is an award-winning middle-management training program aimed at supporting growth and empowering career transformation. Since its start in 2012:

- 3 programs have been conducted
- 800 Luxoft employees have graduated
- 500 HPC graduates have received promotions



Leadership Academy – A soft skills and basic personnel management skills training aimed at bridging the gap between the behavior and mentality of an executor and those of a true manager and leader of a team. It's a 7-month in-class learning for team leads.

Luxoft People Management (**PPM**) **University** is a training program aimed at the professional development of people management skills for line and direct managers lasting 8-9 months.

PM Academy – A program for project managers to systematize and improve their knowledge and skills in-class.

Internal Mobility (IM) is the practice of internal vertical career growth or the horizontal movement of employees within Luxoft, as an additional means of building new career paths and furthering professional development. Internal Mobility lets employees develop their talents and build their capacities while maximizing retention of employees for the Company.

"It's a very intensive and effectively built program, with practical tasks and real-life examples which help better understand how to apply acquired knowledge in practice. I especially liked such themes as delegating, time management, and emotional intelligence, and got lots of new and useful information which I'm going to explore further and use not only in work but in my life as well."

Dariya Ishmuratova,
Leadership Academy graduate

Participant Benefits:

- Unique insider knowledge provided by company experts, including Luxoft's top executives
- Networking opportunities, both with peers and top management
- The chance to prove new skills and mastery, to get in prime position for a promotion
- Real-life insight into how management works in a practical day-to-day setting, solidifying management theory through case studies and palpable practice implementations
- Support with developing and fleshing out tasks assigned
- Guidance on growth in our new normal



Luxoft Corporate Programs

The Diversity & Inclusion group is the core of our Workplace celebrations of diversity, including diversity days and weeks as well as other awareness-increasing efforts. To be even more effective at accelerating change across the world and to get some added inspiration, each March we hold Diversity & Inclusion Week to celebrate the key factor driving Luxoft's continual achievement – equality. D&I week is an annual event that has taken place at Luxoft for 3 years running. Every March we devote the whole week to a series of webinars with keynote speakers to learn more about the role of diversity and inclusion in our business, the IT industry, and leadership. Speakers also delve into cultural differences, unconscious bias, inclusive language, and bring attention to the capabilities engendered by a diverse workforce.



As our company continues to expand its fields of expertise and welcomes new Luxofters to our ranks from across the globe, our mission of driving change becomes increasingly more dependent on our ability to unite and collaborate across cultural and physical boundaries. Luxoft offers e-learning opportunities for our employees to enlarge their knowledge on the topics related to supporting a diverse and inclusive working environment. In November 2020, we launched the 'Understanding Unconscious Bias' training, focusing on the types of bias, how to recognize them, and how to effectively overcome them. Several other courses were developed, including 'Basics of Cross Cultural Awareness in Business' and 'Working with Multicultural Teams'.

As part of the Diversity & Inclusion program, we run DiversiTALKS with our experts for both internal and external audiences. Moreover, we engage our employees to participate in our online campaigns. Over the past year, our colleagues have shared their views on what diversity and inclusion means to them by participating in a wide range of knowledge sharing sessions. See our #IamDiversity video built from the wide swath of fascinating insights provided [here](#).

What does Diversity and Inclusion mean to you?



Among the recently launched programs is the Reverse Mentoring Program. Reverse mentoring matches an employee (the mentor), with a senior executive (the mentee) to provide the mentee with an appreciation of issues related to diversity or generational differences. The mission of the program is to raise awareness among senior executives with regards to issues specific to under-represented groups, including groups based on gender, disability, age, representatives of national minorities, and others.

Widening D&I perspectives with the Reverse Mentoring program

Reverse Mentoring



Awards and Recognitions



Best Business Awards

Upon receiving the WomenTech HR & Program Manager of the Year Award, Monica Mardare, HR Director for Luxoft Romania and Luxoft D&I Program Manager, stated:

"The truth is that this is an award for the whole D&I team, and I am merely their representative. All the ideas and initiatives, the pushes forward, all our achievements rely on a wide group of people who believe in change and have the dedication as well as the open hearts and minds to make it happen."

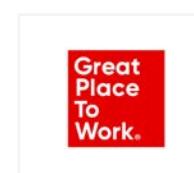


WomenTech Global Awards

- Winner of Diversity & Inclusion Initiative Award for 'STEM Career Day', 2021
- Winner of Upskill & Reskill Program Award for 'The Leadership Academy', 2021
- HR & Program Manager Award, 2021
- Winner of Diversity & Inclusion Initiative of the Year Award for 'She's in IT', 2020

Comparably Best Places to Work Awards

Best Company for Diversity 2021



Best Business Awards

Among the best employers involved in D&I management in Poland, 2020

Best Business Awards

Best Corporate Social Responsibility Award for Luxoft's D&I Program

Best Business Awards

Top-5 companies for Diversity and Inclusion in Mexico, 2020



In support of the D&I commitments stated in our D&I Policy, we strive to increase gender equality within the company and help more women join the IT Industry at large. She's in IT is an internal Luxoft initiative that unites more than 400 women in the company who are committed to delivering results to our customers, accelerating Luxoft's growth, and improving our local communities through the development and empowerment of women. We seek to attract, retain, and elevate women with a broad set of business and technology skills to support Luxoft's increasingly diverse customer base.

She's In IT program elements include:



Internal network on Workplace



Diversity week celebration in March



Live talks and webinars with Luxoft experts



Cooperation with external communities



Successstories from female leaders



Supporting community



"There's still more that needs to be done to overcome stereotypes, I hope I can be part of this change."

Cristina Bedda
Software Developer, Luxoft
She's in IT Ambassador



In October 2020, we launched the She's in IT Ambassadors Program. The initiative is aimed at empowering women by showcasing success stories and ideas around equality and gender balance at work and in life. Ambassadorship is open to both women and men interested in sharing their experiences. Luxoft employees have the chance to share their passion internally as well as with external communities. This is an opportunity for Luxofters to lend their voice to equality, expand their network, increase their visibility, and support their colleagues. Ambassadors can spearhead numerous topics including overcoming stereotypes, the business benefits of a diverse workforce, building equality, leading like a woman, and time and people management.

We strive to expand our cooperation with external communities such as the WomenTech global network. For two years in a row, our programs and projects received prestigious WomenTech Awards, including the one for our She's in IT Program. Moreover, Elena Goryunova, Senior Vice President Talent Acquisition and Management at Luxoft, presented 'Leadership in the New Normal' at the WomenTech Global Awards 2021 ceremony. Watch the recording of the session [here](#). In addition, we support the development of local communities such as the internal LuxCode Girls in Mexico and Women Who Code in Ukraine.



As part of our global volunteering program, the Luxoft CSR Incubator, we provide financial support to employee projects focused on gender equality. In 2021, Luxoft launched a 3-month intensive course for women named She Codes @ Luxoft to engage more women to join IT and enlarge their hard and soft skill sets. More than 60 participants from 6 countries have successfully passed the course.

In July 2020, Luxoft Mexico was recognized as one of the top five companies for Diversity and Inclusion by the **Great Place to Work®** organization. We are honored to be featured as a leading company for D&I in the region based on our approach to promoting equal opportunities for everybody regardless of race, gender, ability, sexual orientation or preference, marital status, religion, ethnicity, health, or birthplace. We ensure and safeguard respect and access for everyone through all of our corporate processes including recruitment, promotion, learning and development, and branding efforts that promote internal and external communities supporting equality.



Since 2017, Luxoft has been a proud partner of the **Diversity & Inclusion Conference** - the largest community of D&I experts in Poland, an exceptional space created by business for business. Diversity & Inclusion Changemakers is an annual conference devoted to practical solutions in diversity management in business.

During the D&I Changemakers conference held in December 2021, Natalia Selinger, Managing Director at Luxoft Poland, and Helen Stewart, Human Resources Director Western Europe, discussed how diversity can upgrade our collaborative capabilities as part of a great event diving into the importance of D&I in accelerating business success.



In summer 2020, we joined the **WomenTech** community and became staunch advocates of their important mission of supporting and championing women in our wide and diverse IT industry. Thus, it is our honor to have our job vacancies published on their platform. We are proud to be among many other leading companies at the forefront of spearheading gender equality in IT. Moreover, we are happy to participate in their virtual conferences that connect women in tech, minorities, and their allies through keynotes, engaging panels, and networking sessions.



LuxCode Girls is an internal Women in IT community launched in the Luxoft Guadalajara office in April 2018. The group is aimed at promoting, guiding and empowering female talent at Luxoft as well as across the IT industry. During 2019-2020, LuxCode Girls arranged several workshops, conferences, and trainings where Luxoft experts shared their expertise on female leadership, time management, JavaScript, project management, negotiation techniques. LuxCode Girls supports communities such as Women Hack, Women Connect, and Laboratoria.



We aim to support education and share our expertise and knowledge with various groups of people. Over the last 5 years, more than 200 kids have attended long term courses at **Luxoft IT School**, where both enthusiastic volunteers and professional trainers have held classes teaching students programming languages (Python, Java). Student groups are mixed and include kids in the patronage of our NGO partners (kids from large families), as well as children of employees.



In July 2021, Luxoft's UK team held a STEM career day at the premises of National Digital Skills College. During the event, Luxoft's experts shared their career development stories, tips for creating CVs, and how kids can build their future careers as software engineers, biomedical engineers, and lawyers specializing in IT. The atmosphere at the event was positive and open, our speakers were transparent about their own career journeys, and the students demonstrated a willingness to engage as well as enthusiasm on the topic.



Luxoft offers plenty of opportunities for students and junior specialists to build their IT careers by giving them the chance to work on real projects that reinforce their theoretical knowledge with practical experience. One of our initiatives is the **Corporate Junior Program**. Under that umbrella, a new Networking Internship Program started in Bucharest, Romania in 2019. Over 3 months, 21 preselected interns were involved in an intensive training program that helped them develop their knowledge and skills as future developers in networking automation and networking application perspectives.



Each year, many of our employees take the opportunity to relocate and work in another country. Our initiatives help them and their families learn the language and adjust to the local culture. The Berlin **Diversity & Integration program** provides support to the families of our relocated employees, helping them integrate into German society, including assisting women with career development. The One Team project created in Poland involves special activities for employees and their families to help them with their adaptation process.



One Team



The One Team project was established in 2015 as an initiative to help freshly relocated new joiners to adapt quickly to their new jobs and surroundings. Over the past five years, the project team has been able to develop dozens of actions dedicated not only to our employees but also to their families. The goal of the One Team project is to help relocated people adapt to a new professional and social environment. The proper integration of employees with their new environments opens up equal access to opportunities and resources and allows them to contribute fully to the organization's success. Luxoft's key value comes from the fact that its employees are people from around the world, from different cultural backgrounds, people who have varying life experiences. The activities of the One Team project are aimed at promoting this cultural diversity and increasing the possibilities enabled by drawing on mutual experiences.

The One Team project can be divided into three main pillars:

1. Adaptation to the Company

- **Special induction sessions** – Topics like culture shock and practical life in Poland are covered, and we organize sessions with bank representatives and relocation specialists.
- **Free Polish language classes** – Organized during working hours.
- **LuxTrips** – Weekend trips to familiarize newcomers to the most important places in the city. Relocation package:
 - One Team Buddy – matching newcomers with experienced expats
 - Mood monitoring specifically for relocated employees
 - Company loan upon employee request
 - Polish Conversation Club run by one of our employees
 - Trainings with HR specialists about how to read pay slips
 - For the first year, the company covers tax advisory costs

2. Family Community

- **"Hire Me" training for spouses** – We make the job search in Poland easier through this program of training divided into three parts: recruitment team advice, sessions with relocation specialists, and sessions about Polish labor law.
- **Family events** – Santa Claus Day, Family Picnics

- **Regular Q&A sessions** – Relocation Specialists available to answer questions.
- **Support for relocation** – Every stage of relocation employment legalization is covered.

3. Actions supporting networking among employees

- **One Team community** – On Workplace
- **Corporate events**
- **Training** – Navigating the Cross-Cultural Environment
- **Cultural mini workshops** – Integration events run by relocated employees
- **Relocated employee mini movies**. Over the next year, we will launch a series of shorts all about "In Poland I like..." to get relocated employee viewpoints
- **World Day of Cultural Diversity**. We celebrated the date in May 2020 by running an online campaign showing the diversity of Luxoft employee culinary culture.



The Luxoft CSR Incubator

Launched in 2017



60+

Projects implemented



250+

Project ideas collected

Grow Your Idea. Unite with Others. Lead the Change.

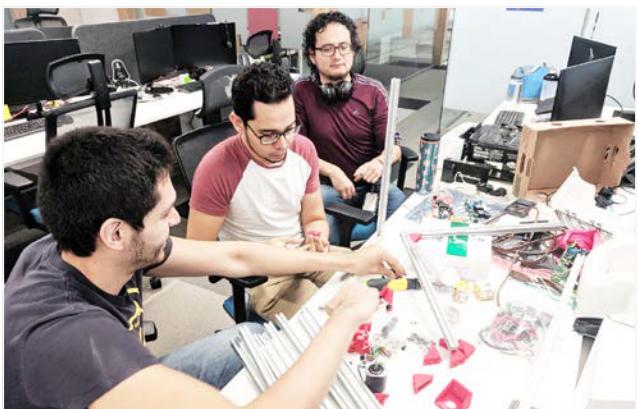
Want help to build a better world?
The Luxoft CSR Incubator offers
financial support for ideas that
improve the lives of our employees
and community.



The Luxoft CSR Incubator is a global volunteer grant program that offers financial support to our employees who want to contribute to social development at Luxoft and in local communities. After all submissions are collected, the judging process to choose the best projects addressing the goals of Luxoft CSR strategy begins. The initiators of the winning ideas become project leaders and are awarded with financial grants to help them implement their ideas during the financial year with teams of colleagues. Since 2017, we have received more than 250 project plans from all over the world, giving us a great cross section of what employees in different locations are interested in and what community changes are most relevant.

One of the CSR Incubator winners of 2021 is the **JustImproveIT** committee at Mexico, Guadalajara, that addresses the urgent community's social problems and cooperate with the employees to provide the support to the people in need. During the COVID-19 pandemic, the team produced face shields for doctors using the 3D-printer constructed in-house. In Poland, the team of volunteers has started **Mind Matters** group on Workplace, and conducted mental health week, as well as organized a special online event - an online webinar with Wojciech Eichelberger, a renowned Polish psychologist, psychotherapist, coach and trainer. **Career Guidance course for schoolchildren** (Ukraine) was launched in March, 2021, designed to help teenagers (14-17 years old) make a conscious choice in the direction of their profession.

Moreover, among the projects successfully implemented in 2020-2021 is **She Codes @ Luxoft** program, an intensive 3-month educational Java course for women conducted by Luxoft trainers that also included interactive workshops with Luxoft experts. Our **LuxCode Girls** community in Mexico kept on developing with the help of our enthusiastic team. Among the initiatives is the start of InspireIT Mentoring program aimed at sharing successful stories and opening opportunities for women in IT industry. Luxoft Ukraine continued a successful cooperation with the **Women Who Code Kyiv** network and organized a series of online meet-ups with Luxoft and network experts. During 2019-2021 over 200 participants joined the events, gained valuable knowledge, and had the opportunity to network.



In 2019, Luxoft launched **#RunForIT**, a project that unites Luxofters around the world to show how far Luxoft can run collectively and then, using this data, contributes to charity – for each 5 km run, one dollar is donated. In 2020-2021, we had more than 300 runners and 100 cyclists among participants in more than 30 locations. In 2020, we helped out Teach For All, an organization that ensures that children have access to the learning opportunities and support they need to thrive and become the leaders of tomorrow's change. In 2021, the funds generated went to the Walk About Foundation.

The Poland Business Run is the biggest charity relay in Poland and one of the most unique and successful running initiatives that supports those living with mobility disabilities. As a long-term partner and sponsor of the project, Luxoft co-organizes the run in various cities, helping raise funds for the individuals with mobility disabilities. This year, we are joining the event as a global community. This year, our colleagues from all across the world will have the opportunity to join the Luxoft teams and participate in the PBR.



About Luxoft

Luxoft is the design, data and development arm of DXC Technology, providing bespoke, end-to-end technology solutions for mission-critical systems, products and services. We help create data-fueled organizations, solving complex operational, technological and strategic challenges. Our passion is building resilient businesses, while generating new business channels and revenue streams, exceptional user experiences and modernized operations at scale.

luxoft.com