

Diversity, Equity, and Inclusion (DEI) Policy

Diverse Minds, United Success: Where Everyone Belongs!



Introduction:

At LambdaTest, we are unwavering in our commitment to fostering a diverse, equitable, and inclusive workplace where every individual, regardless of their background, culture, identity or ability, feels valued, respected, and empowered. Our DEI policy outlines our dedication to creating an environment that promotes equality and celebrates the contributions of all employees, with particular emphasis on inclusivity for the LGBTQ+ community, individuals with disabilities and employees from diverse backgrounds & cultures.

Diversity	Equity	Inclusion
Diversity refers to the presence of a wide range of individuals with varying backgrounds, characteristics, and perspectives among its employees. This diversity can encompass factors such as race, ethnicity, gender, sexual orientation, age, disability, religion, nationality, and more. LambdaTest recognizes that a diverse workforce can bring different skills, experiences, and insights that enhance creativity, innovation, and problem-solving.	Equity within LambdaTest means that all people are treated fairly and justly, regardless of their background or identity. It involves identifying and addressing systemic barriers and biases that may affect certain groups disproportionately. Equity measures aim to ensure that every employee has an equal opportunity for advancement, development, and success within the organization.	Inclusion is about creating a culture where all our people feel welcome, valued, and respected. It goes beyond just having diversity in the workforce; it's about actively promoting a sense of belonging and building a work environment free from prejudices. Inclusive organizations encourage open communication, collaboration, and participation, enabling employees to bring their authentic selves to work and contribute to the best of their abilities.

1. Diversity and Inclusion:

1.1 Recruitment and Hiring:

- LambdaTest actively seeks to diversify its workforce by attracting and hiring individuals from all backgrounds, including those from the LGBTQ+ community and individuals with disabilities.

- We are an equal-opportunity employer and we have implemented inclusive hiring practices, ensuring that our recruitment process is free from bias, discrimination, and barriers.

1.2 Employee Engagement:

- We value and respect the unique identities and perspectives of all employees, regardless of their sexual orientation, gender identity, or disability.

- **Employee Resource Groups (ERGs)** will be established to support LGBTQ+ employees and individuals with disabilities, providing a platform which is conducive to sharing employee experiences, providing support in personal or career development, and tackling challenges in order to achieve a diverse and inclusive work environment. The ERGs would also facilitate in encouraging a diverse, inclusive workplace aligned with the objectives and working of the organization.

- We will continue to strive to improve the policies & processes that can support and enhance an inclusive employee life cycle

2. LGBTQ+ Inclusivity:

2.1 Nondiscrimination and Respect:

- LambdaTest strictly prohibits discrimination or harassment based on sexual orientation, gender identity, or gender expression.

- All employees are expected to treat each other with respect and embrace the LGBTQ+ community as an integral part of our workforce.

2.2 Gender-Neutral Facilities:

- LambdaTest will provide gender-neutral facilities to ensure that all employees feel comfortable and supported at work.

- We ensure the use of gender-appropriate pronouns in email signatures, Zoom, LinkedIn etc. as a general practice.

- **Parental Leave** – We deem it important to offer 26 weeks of paid leave to parents, irrespective of their gender identity, in cases of surrogacy and adoption.

3. Disability Inclusivity:

3.1 Accessibility:

- LambdaTest is committed to making our physical and digital environments accessible to individuals with disabilities.

- Reasonable workplace arrangements will be provided to enable employees with disabilities to perform their job duties effectively.

3.2 Inclusive Communication:

- We will ensure that our communications and materials are accessible to individuals with disabilities, including providing alternative formats where necessary.

4. Training and Education:

- LambdaTest will provide DEI training that includes specific modules on different cultural backgrounds, gender sensitisation, LGBTQ+ inclusion and disability awareness.

- All employees will receive training to promote understanding, allyship, and the creation of a more inclusive workplace. We make regular efforts to host awareness sessions to ensure the understanding and acceptance of employees from varied backgrounds.

- Examples of such workshops are Gender Sensitization Sessions, Cultural Inclusion Awareness programs, group activities etc

- We also have the **Diversity, Equity & Inclusion Committee** called **LambdaTest For All** which has a plethora of active members meeting once a month to roll out new ideas and projects. This is a safe place for our employees and ensures all are welcome in the organization

6. Continuous Improvement:

- We recognize that creating an inclusive workplace is an ongoing effort. LambdaTest is dedicated to continuous improvement in our DEI initiatives.
- Regular reviews and assessments of our DEI policies and practices will be conducted to ensure that they align with our commitment to diversity, equity, and inclusion.

7. Dignity at Work & in Communication/ Anti-Bullying, Harassment & Discrimination Policy

At LambdaTest we are committed to fostering a workplace culture that values and upholds the dignity of every individual. This policy outlines our commitment to promoting respectful and inclusive communication and ensuring that all employees are treated with dignity and respect at all times. It encompasses all forms of communication, including verbal, written, electronic, and non-verbal interactions within and outside the workplace.

- **Respect:** We expect all employees to treat each other with respect, regardless of their position, gender, race, age, sexual orientation, religion, disability, or any other characteristic. Discrimination, harassment, or any form of disrespectful behaviour will not be tolerated.
- **Inclusivity:** We encourage open and inclusive communication that values diverse perspectives. We are committed to creating an environment where everyone feels comfortable expressing their ideas and opinions.
- **Confidentiality:** Employees must respect the confidentiality of information shared within the workplace, whether it pertains to individuals or the organization as a whole. Unauthorized disclosure of sensitive information is prohibited.
- **Professionalism:** All employees are expected to maintain professionalism in their communication. This includes refraining from offensive language, personal attacks, and offensive jokes.
- **Reporting and Resolution:** If any employee believes they have experienced or witnessed a violation of this policy, they should report it to their supervisor, manager, or the designated HR representative. LambdaTest will promptly investigate all reports and take appropriate corrective action.

8. People Leader Responsibilities

Given below are the critical responsibilities of our people leaders in fostering a culture that promotes diversity, equity, and inclusion throughout the organization.

- **Lead by Example:** People leaders are expected to embody the principles of diversity, equity, and inclusion in their behaviour, attitudes, and decision-making.
- **Champion DEI Initiatives:** Leaders should actively support and advocate for DEI initiatives and programs within the organization. This includes participating in training, attending DEI-related events, and encouraging their teams to do the same.
- **Inclusive Teams:** Leaders should foster diverse and inclusive teams where every member feels valued and heard. This involves promoting open communication, actively seeking diverse perspectives, and addressing any conflicts or biases that may arise.

Conclusion:

At LambdaTest, we firmly believe that diversity, equity, and inclusion are integral to our success and innovation. By embracing and celebrating the different communities and individuals with disabilities, we aim to build a workplace where everyone can thrive. Our DEI policy reflects our commitment to fostering a culture that values the unique qualities and experiences each individual brings to our team.

People & Culture Team
#LambdaTestForAll

Disclaimer:

Right to Terminate or Amend Policy: The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English-language version will prevail.

