

Policy Statement

At Nagarro, we believe diversity is a strength, inclusion is a responsibility, and equity is a right. As a global organization with over 17,500 employees across 39 countries, we are committed to building a workplace where everyone feels seen, heard, valued, and free of labels.

With our #NoLabels mindset, we see people for their talent, potential, and humanity, not through narrow categories or social definitions. We live by our core values, CARING, which guides our approach to inclusion and fairness in all we do.

Guiding Principles

1. **#NoLabels:** We reject the idea that categories must confine people. We celebrate uniqueness and create room for fluid identities and individual expression.
2. **Equal Opportunity:** Every Nagarrian has equal access to growth, learning, and leadership.
3. **Inclusive Culture:** We intentionally build psychological safety and empathy into our workspaces.
4. **Transparency and Accountability:** We monitor, measure, and improve through data and dialogue.
5. **Breaking Bias, Building Equity:** We proactively tackle visible and invisible barriers.

Our DEI Commitments

Gender Equity and Women's Empowerment

- Signatory of the UN Women's Empowerment Principles
- Target: 25 percent of women in leadership roles by 2026
- Initiatives like Glass Window and Glass Lens are designed to break the "glass ceiling," granting promising female leaders a path to accelerate their leadership growth and visibility in the organization
- Gender-neutral salary benchmarking
- Internal campaigns align with #NoLabels to dismantle gender stereotypes

Disability, Neurodiversity, and LGBT+ Inclusion

- TestingPro: Our neuro-inclusion training program for neurodiverse individuals

- Partnerships and collaborations: we leverage external expertise and alliances to drive inclusion across all pillars of DEI
- Campaigns: We conduct regular campaigns to promote awareness and foster inclusion
- Accessible digital design: We believe that technology must empower everyone, regardless of physical, sensory, or cognitive ability
- Our Flexible remote work structures support individuals with diverse abilities.
- Our #NoLabels lens encourages strength-based hiring and job crafting
- We encourage internal dialogue on lived experiences, learning, and allyship

Inclusive Practices Across Nagarro

- Global-first model: All roles are potentially remote and borderless
- Flat hierarchy: Talent is not defined by privilege, rank, or tenure
- Connect Circle: A global network for women to support and inspire one another
- Sessions: Open to all, fostering confidence and recognition
- Campaigns addressing unconscious bias, empathy, and inclusive communication
- #NoLabels messaging is built into hiring, performance reviews, leadership training, and marketing materials

Governance and Monitoring

- Oversight from the core team
- Annual benchmarking - through industry best practices and reports
- Use of the Gender Diversity Tracker and campaign participation data
- Open feedback loops from employee communities, such as Connect Circle and project teams

Review and Continuous Improvement

This DEI Policy, rooted in Nagarro's #NoLabels culture, is reviewed annually to remain aligned with evolving needs, voices, and realities. Feedback, lived experiences, and transparent data will shape our next steps as we continue building a workplace where everyone belongs.