



# Diversity and Inclusion Manifesto

How HeleCloud  
values Diversity  
and Inclusion





# HELECLOUD VALUES

- We live by our collective values. They enable us to provide a great service to our customers but also to ensure that we provide each of our employees an inclusive company culture.
- We promote diversity and inclusion. It is not only the right thing to do but necessary to deliver excellent work.
- Diversity and inclusion are essential for our business and our industry. Different perspectives drive innovation, accelerate growth and lead to better decisions and outcomes.



# WE BELONG to one team, while embracing differences

To be engaged, you must feel included and valued. We strive to build and nurture a culture where inclusiveness is key.

- Diversity increases the pool of potential candidates. It helps attract and retain talent and it allows us to understand our customers and be more adaptable. We need to bring out the best in our people. Therefore, we ensure that people feel safe and supported within our company.
- Every single member of the HeleCloud family has a right to be comfortable with being themselves and to voice their opinion.



# WE LEAD through diversity and inclusion

- Differences in gender, age, background, sexual orientation, physical/mental ability/disabilities and religious beliefs enable us to respond to challenges in different ways and allow us to thrive and to lead
- Differences do not form the basis for decisions about who we hire, who we fire, and who we promote.
- We incorporate Inclusion in the way we treat and perceive all differences.



# WE LEARN through diversity and inclusion

Diversity allows us as an organisation to learn from each other by embracing different points of view.

- Our diversity drives innovation, which is at the core of our business.
- We encourage all points of views to be shared in order for us to learn from others, whilst always treating each other respectfully.
- We encourage people to ask questions and to learn everyday about being more inclusive.
- We constantly learn new ways to be inclusive.



## WE DELIVER through diversity and inclusion

- We strive to include diversity, equality, and inclusion practices at the center of our daily work. This way, we are enabled to overcome challenges in different ways and find the best solution for our customers.
- We always make sure that the work we deliver is understandable for its target audience and is delivered with inclusive language

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