twoday

Diversity, equity, inclusion and belonging

Our priorities

At twoday, we work to create a culture that allows people from all backgrounds to thrive in tech. We call it People First. That means that all individuals are valued, respected, and provided equal opportunities to thrive. We continuously work to create a space where our employees feel like they belong, and where our differences are celebrated.

Culture of diversity, inclusion, and belonging

We recognize and value the unique perspectives and experiences that each individual brings to twoday. Diversity, inclusion, and belonging are fundamental to our company culture and to our company success. We strongly believe that they drive innovation, creativity, and collaboration. That is why we:

- Embrace diversity in all its forms. The diverse skills and perspectives of our workforce are our superpower.

- Initiate employee-driven task forces, ensuring that diversity is in the heart of everything we do.
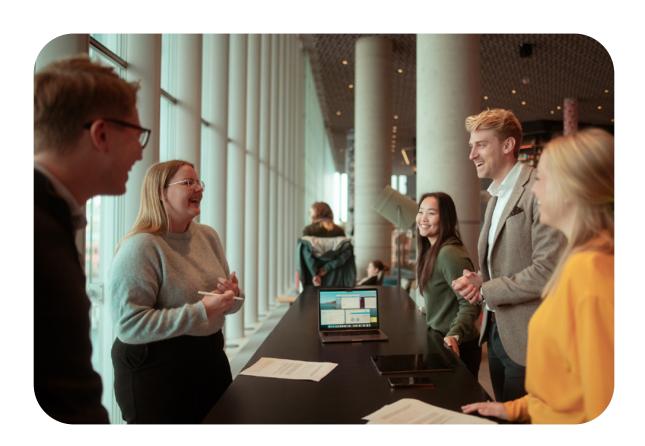
- Work to create an environment where everyone feels safe and respected. We don't allow discrimination, harassment, or actions that contribute to a hostile environment.

- Give equal opportunities to all individuals based on their qualifications, skills, and performance, without discrimination or bias.

- Ensure that our employees get equal pay for equal work.

- Are committed to fair and objective processes in recruitment, hiring, promotion, and career development.

Learning and development opportunities for all

Continuous personal and professional development is deeply ingrained in our DNA, fostering a strong and engaged tech community. For our people to find fulfilment and purpose at work, we offer a range of development programs and continuous learning opportunities to all our employees:

- Learning and development opportunities are equally accessible for all twodayers, tailored to their career aspirations and areas of expertise.

- Our platform twoday Campus offers training, mentorship, and other resources to enhance our cultural competence, promote diversity awareness and inclusive leadership.

- We have established partnerships with universities and NGOs to strengthen our work to be a diverse and inclusive workplace – and to spread our efforts beyond our own organization.

- We use the measuring tool Peakon to regularly evaluate our progress in diversity, equity, inclusion, and belonging. We have an ambitious goal to reach a score of 80 in the Peakon DEIB index by 2025.

- We hold ourselves accountable for promoting a diverse and inclusive workplace and are always seeking new ways to improve our policies, practices, and outcomes.

Policy review and updates

Our Diversity, Equity, Inclusion, and Belonging Policy is reflective of twoday's dynamic commitment to fostering an inclusive workplace. This policy is reviewed and approved each year to guarantee its efficacy and alignment with progressive diversity standards and inclusive practices. We ensure our policy keeps pace with societal changes, legal benchmarks, and best industry practices. Every update signifies our dedication to maintaining an equitable work environment that aligns with our core values.

Last reviewed and approved: **August 2023**

For further information or assistance, please contact **mouna.arntsen@twoday.com**

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