

# Diversity, Inclusion, Equality Report.



JULY 2023



# About Infospoke

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# InfoSpoke Integrated Solutions LLP

- Infospoke is a product engineering company providing a range of IT Solutions using Emerging Technologies.
- Extensive experience with IT Captives, IT Services and Product based Solutions.
- Mature leadership in US & India to lead innovation & best in class global delivery.
- Disciplined processes and leading-edge methodologies.
- Dedicated 100+ professionals, engaged with Clients in US, Middle East & India across all Domains and Technologies.
- Providing outsourced offshore & HR advisory services.
- Since 2018 in Middle east and in India.





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# Diversity



- a. We embrace diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religious beliefs, and socioeconomic background.
- b. We strive to build a diverse workforce that reflects the communities we serve, recognizing that diverse perspectives and experiences enhance innovation, creativity, and problem-solving.

01

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# Equality



- a. We provide equal opportunities for all employees and job applicants, ensuring fair and unbiased treatment in recruitment, hiring, promotions, training, and other employment practices.
- b. We prohibit discrimination, harassment, or any form of unfair treatment based on protected characteristics outlined in applicable laws and regulations.

02



## Inclusion



- a. We foster an inclusive culture where every individual feels welcomed, respected, and valued. We encourage open dialogue, collaboration, and active participation from all employees.
- b. We promote an inclusive leadership style that values diverse opinions, encourages contributions from all levels, and ensures that everyone has a voice in decision-making processes.

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# Training and Education

04



- a. We provide ongoing training and education programs to raise awareness about unconscious biases, cultural competence, and the importance of diversity and inclusion.
- b. We offer resources and support to help employees develop inclusive behaviors, challenge biases, and create an inclusive work environment.





05

## Accountability and Reporting

- a. We hold all employees accountable for upholding our DEI policy and maintaining a respectful and inclusive workplace.
- b. We regularly review and assess our progress in achieving diversity, equity, and inclusion goals, and report transparently on our efforts.

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*Open collaboration encourages greater accountability, which in turn fosters trust.*

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# External Engagement



We actively seek opportunities to engage with diverse communities, organizations, and stakeholders to contribute positively to society, promote inclusivity, and support social justice initiatives.

06



BANDARU CHENNA RAYUDU

FOUNDER &amp; CEO



SANJAY

SENIOR VICE-PRESIDENT- STRATEGY

At Infospoke, we firmly believe that embracing DEI principles is not just a moral imperative, but also a strategic advantage in today's diverse and interconnected world. We recognize the immense value that diversity brings to our workforce, allowing us to leverage a range of perspectives, experiences, and talents. We are committed to creating an inclusive and welcoming environment where every individual feels valued, respected, and empowered to contribute their best.

**To ensure the successful implementation of our DEI initiatives, we have taken the following steps:**

**Establishing a DEI Committee:**

We have formed a dedicated committee comprising representatives from various departments and levels within the organization. This committee is responsible for developing and implementing DEI strategies, policies, and programs.

**Conducting Training and Education:**

We believe that education and awareness are crucial to driving meaningful change. We provide regular training sessions and workshops to enhance employees' understanding of DEI, unconscious bias, and inclusive leadership.

**Reviewing Policies and Practices:**

We conduct a comprehensive review of our policies, practices, and procedures to identify and eliminate any barriers or biases that may hinder diversity and inclusion. We are committed to fair and equitable recruitment, promotion, and compensation practices.



**Encouraging Employee Resource Groups:**

We actively support and encourage the formation of Employee Resource Groups (ERGs) to provide a platform for underrepresented groups to connect, share experiences, and advocate for positive change.

**Collaboration with External Partners:**

We actively seek partnerships with external organizations and community groups that share our DEI values. Through these collaborations, we aim to promote DEI initiatives beyond the walls of our organization and contribute to the broader community.

We recognize that fostering a diverse and inclusive culture requires ongoing effort and continuous improvement. We are committed to regularly assessing our progress, soliciting feedback from employees, and making necessary adjustments to ensure our DEI efforts are effective and sustainable.

We are open to collaborating with like-minded organizations, sharing best practices, and engaging in collective initiatives that drive positive change. If you have any suggestions, opportunities, or resources to enhance our DEI efforts, we would greatly appreciate your input.

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Thank you for taking the time to read this letter. We look forward to your continued support and partnership as we strive to build a more inclusive and equitable future.

Yours sincerely

*Chennarayudu.B*

Founder & CEO

Infospoke Integrated Solutions LLP