



Exact Welcome everyone Manifesto

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At Exact, we want you to be yourself. No matter of your age, background, color of hair, gender, experience, religion, favorite sport, political preference or any other distinctive personal mark. We want to create an inclusive environment where we embrace diversity. In fact, every Exacter has a unique character. And we are proud of this because **we believe** that:

- You should be able to be the best version of yourself while working at Exact.
- It's passion, dedication and commitment that earns you a place at the table.
- Diversity breeds creativity and fosters innovation.
- Our differences are what makes us stronger!

This means that:

- We have colleagues from over 50 diverse nationalities and of many different ages, cultures, religious beliefs etc.
- Every colleague has an equal opportunity for personal recognition and career development.
- Men and women receive equal opportunities and equal pay.
- Women make up >35% of our total workforce, which is above the benchmark of 30% at tech companies.
- By being part of our organisation, you dedicate yourself to treating others with kindness and respect.
- All Exact leaders and employees are aware of the importance of a diverse and inclusive workforce and take accountability for an inclusive workplace.
- We embedded diversity training, including awareness and skills development, in our learning and development curriculum for all employees.
- We measure if colleagues feel welcome through our employee surveys and we develop an action plan based on the outcome.

We make this happen through:

- One of [our six values](#) is 'Welcome everyone', a favorite one of many of us, which makes it very explicit that everyone is welcome here.
- Our [Code of Conduct](#) sets guidelines for our business decisions and provides principles of ethical business behavior, in line with our company values. No form of discrimination or harassment is tolerated.
- Specific goals we set for example to have a fair representation of women in leadership positions throughout the organisation.
- Offering job opportunities to people with a disability at Exact through specialised recruiting channels.
- The launch of several initiatives to foster an environment where everyone feels welcome, including Young Exact network, Exact Cross Cultures team and a female mentoring program.

At Exact, everyone is welcome. We don't just say it; we mean it, act upon it and make it happen.