



Diversity, Equity & Inclusion Overview

At Ciklum, we value diversity and celebrate what makes us **different**.

We are a global company and believe that having talented Ciklumers with different **experiences, cultures, and backgrounds** helps us innovate and create the best products for our global clients.



Statement of Purpose

We understand and **value** a diverse and inclusive workforce

Diversity and Inclusion is everybody's **responsibility** to foster and it's one of our values

We are confident expressing **our true selves** at work, understanding each other so we can use our unique perspectives to drive the business forward

We strive for our workforce **to reflect** the diversity of the wider society we operate in

We are open, honest and respectful of **each other**

We value **free** flow of thoughts, ideas, questions and concerns



Table of contents

01	Diversity, Equity and Inclusion: current state
02	Women empowerment
03	Nourishing cross-cultural communication
04	Integrating the military veterans
05	Supporting LGBTQ+
06	Keeping DEI on the top of mind
07	About Ciklum

Diversity, Equity and Inclusion: current state

01

Global Diversity, Equity & Inclusion Policy

Ciklum is committed to fostering, cultivating and preserving a culture of diversity, equality, and inclusion among our workforce, and eliminating unlawful discrimination.

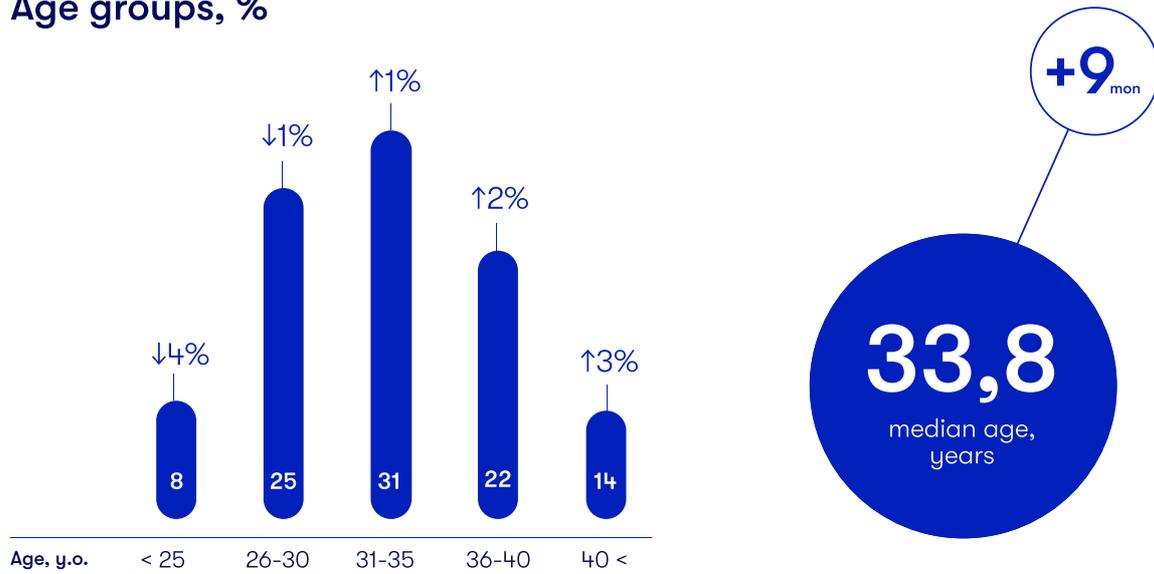
Through the implementation of this policy, we aim to embrace diversity, equity, inclusion, recognize that different backgrounds, strengths, and perspectives will continue to make Ciklum stronger.

We also aim at ensuring our leadership, team, and workplace reflect and respect the diversity of our workforce, our customers, and our partners.

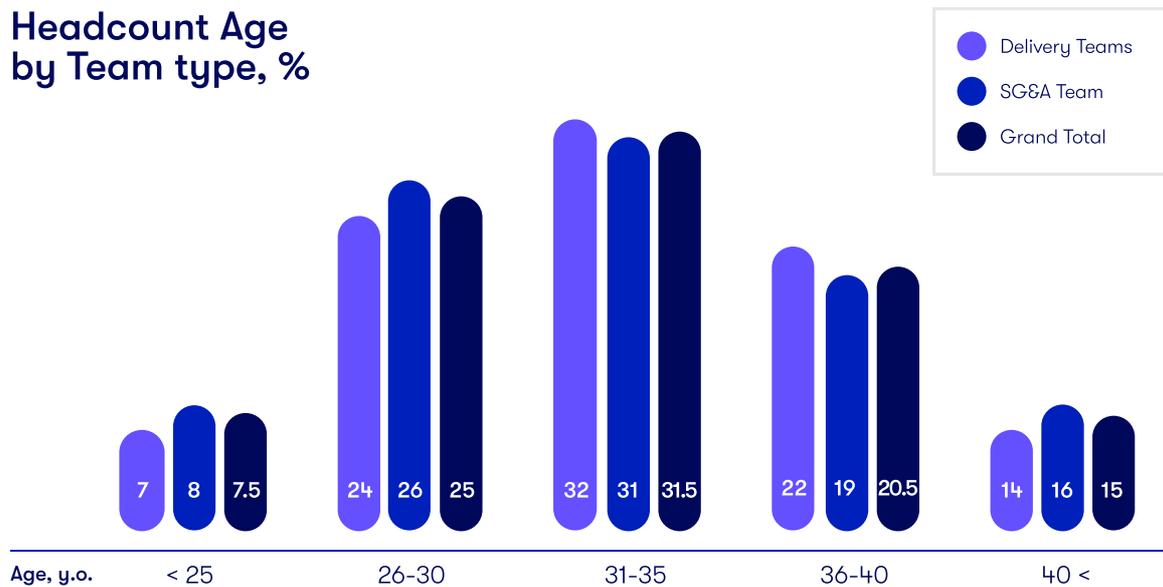


Age Diversity (vs.2022)

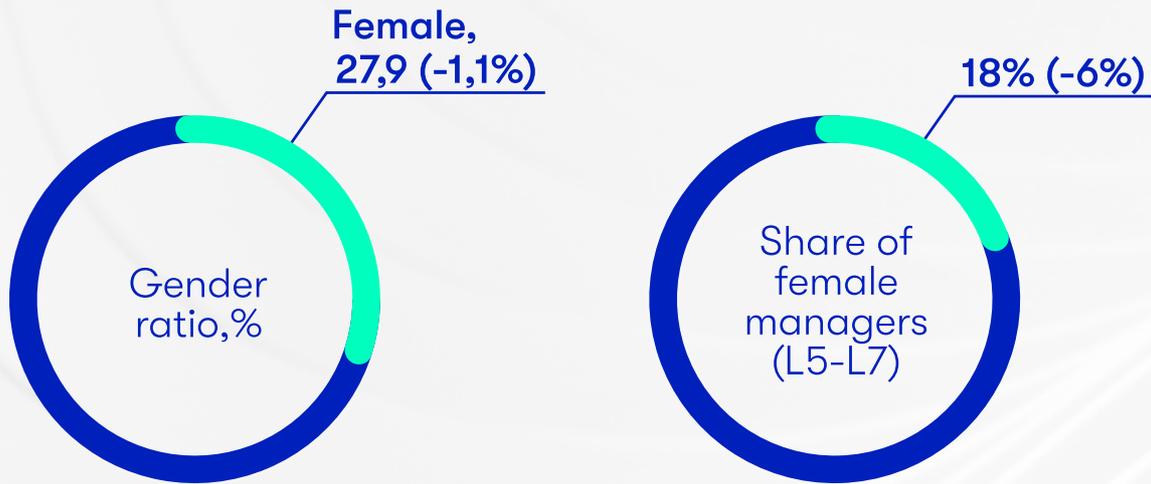
Headcount by Age groups, %



Headcount Age by Team type, %



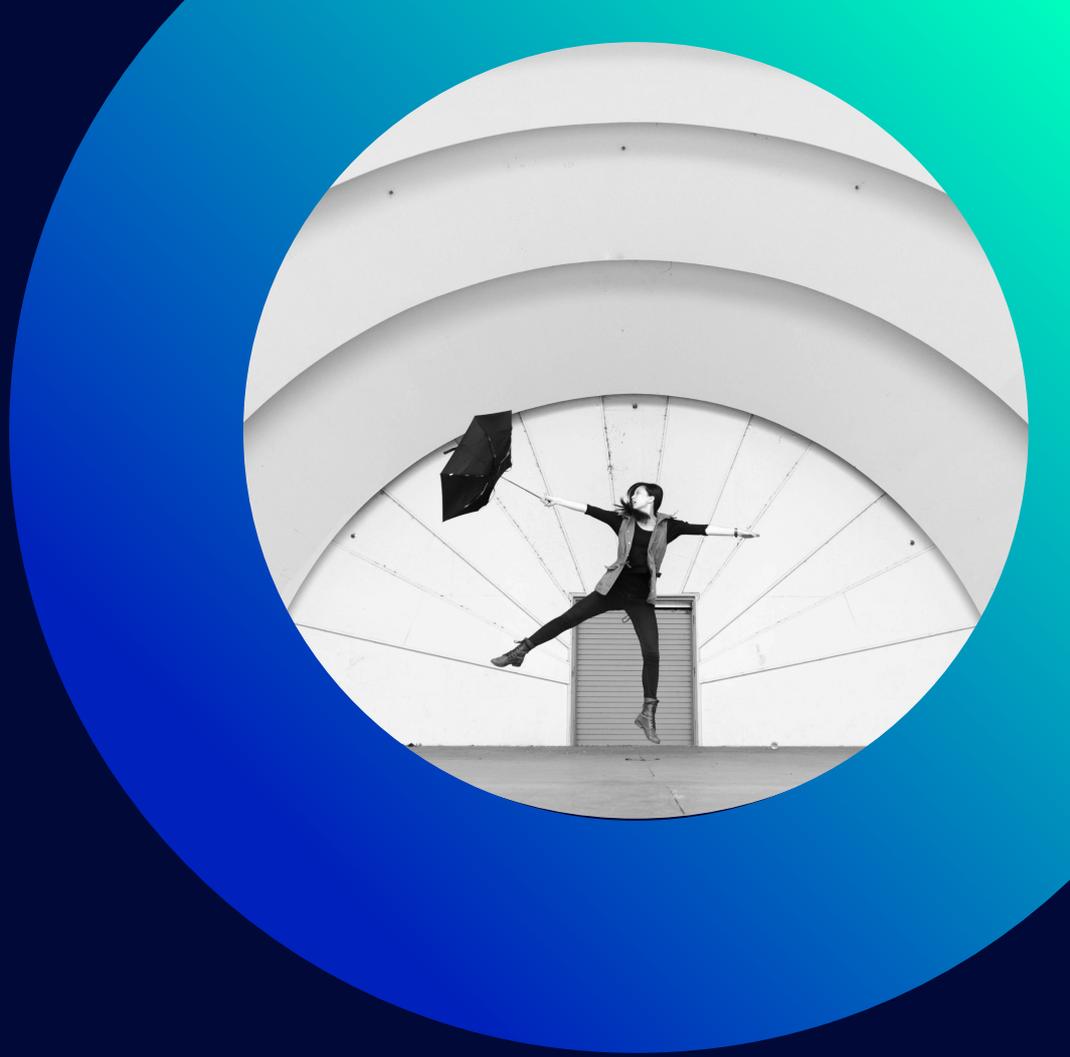
Gender Diversity (vs.2022)



Level	Female,%	Male,%	Δ female ratio, %
L1	51	49	-3
L2	32	68	-
L3	20	80	+2
L4	22	78	-
L5	28	72	+3
L6	27	73	+6
L7	0	100	-20

Male/Female by Job Family

Primary Job Family	Female,%	Male,%
Architecture	–	100.0
Business Analysis	58.7	41.3
Compliance	33.3	66.7
Data Management	17.9	82.1
Data Science and Machine Learning	21.4	78.6
Delivery Management	42.1	57.9
DevOps/IT Infrastructure	4.3	95.7
Digital Marketing	16.7	83.3
Embedded	–	100.0
Employer Brand	84.6	15.4
Executive	–	100.0
Finance	75.0	25.0
General administration	64.7	35.3
HR, Recruitment & Resourcing	76.1	23.9
Information/Cyber Security	27.3	72.7
IT Service Management	6.7	93.3
Legal	62.5	37.5
Product Design	55.6	44.4
Product Management	50.0	50.0
Project Management	23.8	76.2
Quality Engineering	35.3	64.7
Sales	35.3	64.7
Software Engineering	9.2	90.8
Support	47.0	53.0



Women empowerment

02

WEmpower campaign 2023

Strategic Goal Promote values of Diversity and Inclusion in Ciklum by celebrating women in technology and business.

The campaign was dedicated to International Women’s Day, celebrated on March 8.

It was prepared comprehensively and had an **interactive format** including external knowledge (quiz & talk by an external expert) and celebrating our female leaders by sharing their success stories and achievements.

4

locations

12

activities

3k+

impressions

60%+

engagement level

INTERNATIONAL WOMEN'S DAY 2023

#WEmpower
#EmbraceEquity

CELEBRATING EQUITY!



#EmbraceEquity



14.03, 17:30 CET

#WEmpower

WOMEN'S LEADERSHIP:
SPEAKING UP TO
MAKE AN IMPACT



AMBER WIGMORE ALVAREZ,
PhD of Economics and
Business Science, Chief
Talent Officer of Highered

Collaborating with organizations to empower women

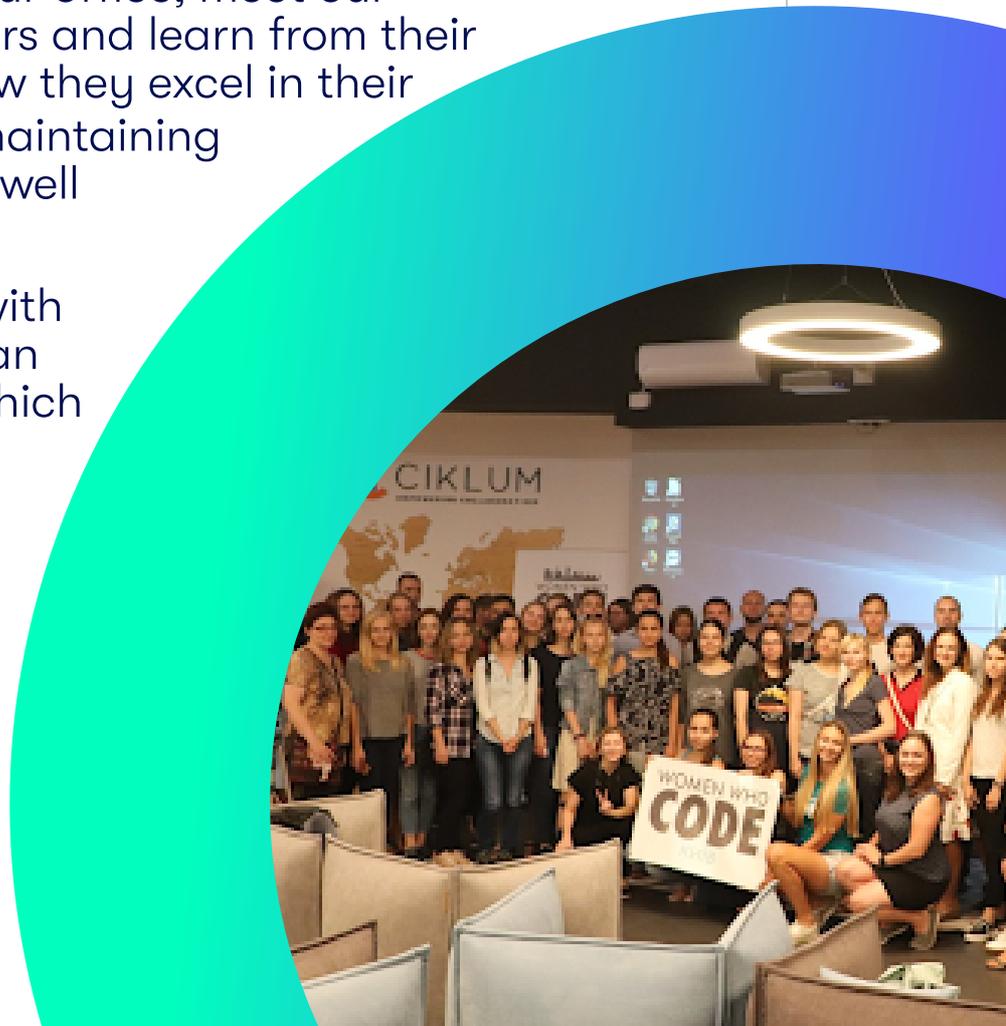
Global:

Collaborating with organization **Women Who Code**

Contributing with speakers and co-organizing events for promoting and supporting the female tech community in countries we have operations.

Pakistan:

- Female students from **University students** visit our office, meet our female engineers and learn from their experiences how they excel in their careers while maintaining their homes as well
- Coordination with **Ladies Fund** - an organization which help women to become entrepreneurs



Nourishing cross-cultural communication

03

D&I Activities Overview

01 #CiklumFaces campaign

People are the core of Ciklum. From day one to now, our internal mission has been nourishing our talent and helping each of our talents grow professionally. Having such unstoppable experts on board is a great honour and we decided to celebrate it and give our teammates deserved recognition.

Weekly, we share several short stories from Ciklumers about their experience in the company:

- internally: via Workplace - internal social media
- on our social media pages (Facebook, Instagram)

They feature our colleagues from difference countries, gender, hierarchy and background.

9 stories

10 000+ total views

Summarize Ciklum in one word.

I have three words actually – never stand still :)



Being a Ciklumer is...

...an ability to be 100% true to my personality and values, together with being a part of a great company



Ust. Estelga
Account Director

Tips you could give to a new Ciklumer.

Don't hold your questions, ask for support, get to know all business fields and drive fast – no one will stop you!



Your brightest memory with Ciklum?

My first visit to the Kyiv office in Anosova – it was snowing but the welcoming was very warm. An exciting experience indeed!



DEI Activities Overview

02 Corporate Educational Initiatives about Diversity, Equity & Inclusion

Equipping Ciklumers globally with the specific of cross-cultural interaction and various countries to navigate their smooth integration by educational sessions and regular posts on internal social media (Workplace) with respective information

Effective cross-cultural interaction

Marina Starodubska, ACIPR, MSc in HRM, Managing Partner, Supervisory Board Member at TLFDR, KMBS MBA Adjunct Professor

Mykhailo Buhaiov › Learn and Grow with Ciklum
June 7 at 4:38 PM · 🌐

#MakeTime2Learn #CiklumPowerSkills #CrossCulturalIntelligence

Cross-Cultural Intelligence is an ability to understand people from different cultures and engage with them effectively. And not just people from the one culture that you've studied for years. Having cross-cultural competence means you can be effective in your interactions with people from most any culture.

Cross-Cultural Intelligence Service is an initiative delivered by People Partners team aimed at raising the a... [See more](#)

Olesia Moroz › Ciklum Buzzzz
June 21 at 3:48 PM · 🌐

Our webinar on Cross-cultural communication was an absolute hit, and here's a quick recap with additional materials.

Our guest speaker Marina Starodubska offered a comprehensive approach to analyzing different cultures to help everyone cooperate with foreigners and to improve interactions with them. Thanks for your questions and active participation!

This webinar wasn't recorded, but we gathered some important takeouts and tips for those who didn't have a chance to attend. Chec... [See more](#)

Cross-Cultural Intelligence

Webinar follow up:
Effective cross-cultural interaction

Integrating the military veterans

04

DEI Activities Overview

The war initiated by Russia has touched almost every family of Ciklumers in Ukraine and led to many company employees joining Armed Forces to protect their country.

War experience leaves an indelible mark on every military and leads to an important matter - their further integration back into civil life.

To support our colleagues we:

- **Keep the company benefits:** the access to medical insurance & mental health program is available for our colleagues that serve in the army and their families
- **Create veteran-friendly processes** in recruitment and integration, equipping the broad Ciklum population with knowledge about ecological communication with veterans in corporate and everyday life.

VeteranHub, a reputable veteran community, has recognized our efforts in building a veteran-friendly environment with a special recognition award in 2023.



Supporting LGBTQ+

05



DEI Activities Overview



We value our colleagues for who they are and respect their choices. As people are at the core of Ciklum, we aim at creating a safe place where a person can be integral and be accepted.

With that in mind, we support the LGBTQ+ community during Pride month and with overall awareness campaigns on our internal and external social media.



Keeping DEI on the top of mind

06

DEI Activities Overview

01 Fuel cross-cultural relations and communication with educational materials (Udemy, webinars)



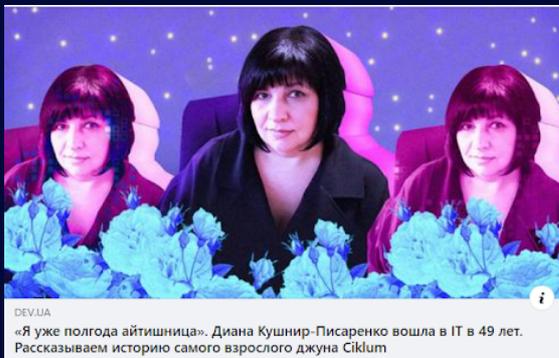
14 company-paid courses on Diversity, Equity & Inclusion



Regular open educational events to lit up and empower equity & conscious tolerance

DEI Activities Overview

02 Promote DEI externally via media and social media through Ciklumers' stories



Encouraging professionalism over the age - by welcoming our most adult junior specialist of 49 y.o.

[Article \(in UA\)](#), [fb post \(ENG/UA\)](#)



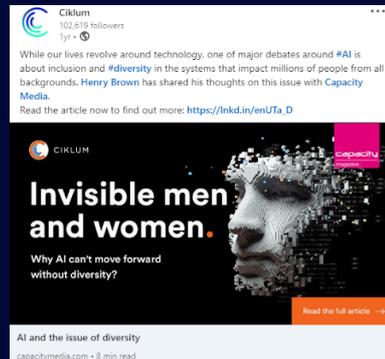
Supporting talents with various backgrounds by welcoming switchers from other industries

[Article \(UA\)](#), [fb post \(ENG/UA\)](#)



Growing talents for their passion and values and helping overcome life complications with the new opportunities

[Article \(UA\)](#), [fb post \(ENG/UA\)](#)



Promoting diversity in business approaches on example of AI databases

[LI post](#), [Article \(ENG\)](#)

All in all - we aim at redefining industries and shaping the way we live!

This is possible only if we

never stand still

in welcoming different opinions, inviting broader discussions and celebrating diversity in everything we do.





About Ciklum

Ciklum is a leading global product engineering and digital services company, serving Fortune 500 and fast-growing organisations.

Headquartered in the UK, Ciklum has 4000+ software developers, designers, product managers and data scientists around the world building tailored digital solutions that leverage emerging technologies.

Ciklum specialises in enabling digital transformation for some of the largest household names in the digital economy.

The company empowers its clients and people to exceed their potential and pursue the extraordinary.

For more information visit
ciklum.com