



## Diversity & Inclusion Fundamentals

We believe in a world of free people, who can develop their full potential in their day-to-day lives -a world rich in creativity and innovation that looks to the future, but with strong roots that preserve the multicultural value of its members.

At Globant, we share a great purpose: to be the best at what we do, and to be sure that what we do has a positive impact on the community. We have the conviction that we will only achieve this if we have among us the best talents, and if those talents shine at their maximum potential. **There is no innovation without diversity, and there is no improvement without plurality.**

**Diversity and Inclusion are key to our business.** Technology requires us to innovate constantly, and there is no way to innovate if we do not connect different points of view. We believe that a person who thinks and lives differently is not a threat or a problem, but on the contrary, offers everyone an opportunity to learn, grow, and co-create.

For us Diversity & Inclusion is more than our race, caste, color, origin, ancestry, genetic information, physical or mental disabilities, medical condition, religion, belief, citizenship, political activity or affiliation, veteran status, age, seniority, marital and civil status, pregnancy, childbirth, sexual orientation, sex or gender. Diversity and Inclusion reside at the intersection of three of our values: Constantly Innovate, Team Player and Be Kind. That is why we advocate for an inclusive and diverse culture which crosses and affects every corner of our community.

This also means that **we are and will be the main guardians of that spirit. And we will not allow anything to threaten it.** We pledge to provide all the necessary tools to make sure that all Globers feel comfortable, have the possibility to fully develop their potential, and have a diverse co-creation space with diverse points of view.

We love—and really need—to have great inclusive diversity in our corridors. That's why **we need your support and commitment** to achieve it. Here are four tips that can help us make Globant a better place:

- ◆ **Be empathetic.** Put aside your prejudices and make an effort to understand that being part of different teams will yield better results for everyone at the end of the day.
- ◆ **Be inclusive.** We spend at least a third of our day at work. Let's make it comfortable for everyone: unlimited voices bring unlimited power.
- ◆ **Be global.** Remember that we are a global company and that what may seem normal in your culture can offend another Globber in another part of the world. Be aware of the differences between us and take time to understand the way other cultures work.
- ◆ **Be kind.** Kindness is enrooted in Globers' DNA. Let's promote kindness as a way of life, as a way of transforming people's lives.

As an organization, our arms are open to anyone who, with passion and respect, wants to be a leader of the digital and cognitive revolution in which we live.