

# Introduction

At Camunda, we believe in fostering a diverse, equitable, and inclusive environment that values and celebrates the unique perspectives, backgrounds, and experiences of every Camundi. We are committed to creating a workplace where all Camundi feel respected and included and are empowered to have a voice and be more ambitious, creative, and successful.

## Our Commitment

We strive to include the principles of Diversity, Equity, and Inclusion (“DEI”) in every way possible and in all that we do, from creating a transparent environment where all globally dispersed voices are heard and welcomed to promoting a culture where people feel included and can contribute to their best ability. With over 100K users utilizing Camunda from 190 different countries, we aim for a team that is representative to them.

Our aim is to constantly ensure we are creating and maintaining a working environment that reflects our DEI philosophy.

## DEI Initiatives and Activities at Camunda

**Benefits** - We design our benefits plans to be inclusive globally while aligned to market best practices. When selecting plan design, vendors, etc., we aim to ensure all Camundi feel rewarded and motivated by the offerings.

**Book Club & Workshops** - To increase our knowledge of DEI, Camundi can find recommendations that will educate, help, and inspire them to contribute to shaping a more inclusive workplace at Camunda every day.

**DRI** - Our DRI (directly responsible individual) concept is a way to ensure everyone is heard and empowered. Employees have the opportunity to provide input; opinions from a diverse workforce are taken into consideration. The DRI is empowered to make the final decision, and by empowering a diverse workforce, we will increase equity and inclusion at Camunda.

Employee Resource Groups - ERGs are voluntary, employee-led groups with the intent to bring people together over a commonality. Currently, we have the following ERGs in place:

- LGBTQAI+
- Ladies-allies and non-binary

**Engagement Survey** - The DEI questions in the engagement survey provide a feedback loop and data from the organization on how they think Camunda is doing from a diversity, equity & inclusion perspective.

**#IamRemarkable** - Originating as a Google initiative, this course empowers women and other underrepresented groups to celebrate their achievements in the workplace and beyond.

**Inclusive job descriptions** - Internal Camunda tool to check our job descriptions for inclusive language (e.g., gender-coded, growth-coded).

**Inclusive language** - Language is a very powerful tool to create a sense of belonging and to foster global connections. We acknowledge and celebrate differences within our global audience, which is why we always aim for culturally-, gender- and geographically inclusive language.

**Pay Equality** - We monitor pay equality monthly at Camunda to ensure those from an underrepresented group are paid competitively. We also review pay equality before our Compensation Cycles are approved and finalized.

**Remote Company** - Our unique Remote approach is to facilitate and foster inclusion. As a globally distributed company, it allows Camundi to connect with each other's unique cultures and celebrations. We collaborate professionally and connect personally. Our remote approach opens our door to everyone. Candidates and employees are not limited by geography. Read more about our remote principles at <https://camunda.com/career/remote/>.

**Sourcing Candidates** - To ensure we are widening our search as much as possible, we have a diversity playbook used by our Sourcing team.

**Values** - Inclusive teams are naturally more engaged, collaborative, and innovative. Our aim is for our FAITH values to reflect our company-wide commitment to fostering a diverse and inclusive environment. It's important to make our FAITH values more present in our business every day. This is a work in progress, and new initiatives will be rolled out to make our employees proficient in our FAITH values. Read more about our FAITH values at <https://camunda.com/career/faith-values/>.