



Diversity, Inclusion & Equity Policy

We foster a culture of belonging through fair, equitable, and inclusive workplace practices.

Policy Summary

- **Objective:** To build a diverse, inclusive, and equitable workforce where individuals of all backgrounds and identities thrive in harmony.
- **Scope:** Applies to all permanent and contractual employees of Moengage.
- **Accountability:** Equal opportunity is a legal and moral obligation; all employment decisions must be strictly merit-based.
- **Core DI&E Principles:** Driven by Diversity (respecting differences), Inclusion (bringing your whole self to work), and Equity (equal access based entirely on competency).

What is a DI&E Incident & Risk Assessment?

- **DI&E Incidents:** Any active bias or exclusion is a serious code violation that can lead up to immediate termination.
- **Mandatory Assessments:** Any organizational requirement or practice that disadvantages specific demographic groups must undergo an equity evaluation.
- **Role Scoping:** All career progression, recruitment, and wages must be based solely on performance, behavior, merit, and competence.

Your Role

- **Embrace & Celebrate:** Actively foster a culture that welcomes unique ideas, perspectives, and experiences across various backgrounds (e.g., culture, age, faith, language).
- **Fair Decision-Making:** Ensure all peer reviews, team assessments, and career development opportunities are based strictly on performance, behavior, and competence.
- **Support Accessibility:** Implement reasonable accommodations for PWD during hiring, and provide customized support if an employee acquires a disability during tenure.
- **Maintain Confidentiality:** Strictly maintain absolute confidentiality regarding an employee's gender identity at all times.

Red Flags Reporting

- **No Unlawful Discrimination:** Never let personal attributes (e.g., gender, pregnancy, race, caste, religion, age, disability, marital status, or education) influence employment decisions.
- **No Group Bias:** Do not use practices or evaluative structures that disadvantage or unfairly target specific demographic groups.
- **No Retaliation:** Never penalize or threaten an employee for asserting their rights or reporting a complaint.
- **No Arbitrary Pay Gaps:** Ensure remuneration is completely free of demographic bias and driven strictly by merit and performance.

Further Reference

Refer to the detailed Policy on Diversity Inclusion & Equity (Doc Code: MoE-POL-2001) on Darwinbox.

If you become aware of any actual or suspected breach of this policy, you must report this to complaints@moengage.com