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DEI STRATEGY PUBLIC COMMITMENT

At Enxoo sp. z o.o., we recognize that diversity, equity, and inclusion (DEI) are fundamental to our success and the well-being of our employees, customers, and community. We are dedicated to creating a workplace where all individuals feel respected, valued, and empowered to contribute their unique perspectives and talents.

Our Vision

We envision Enxoo as a leader in fostering an inclusive environment that celebrates diversity, promotes equity, and ensures all voices are heard. Our goal is to build a culture where everyone can thrive and achieve their full potential.

Our Values

1. We work and play together: We emphasize collaboration and foster an inclusive environment where everyone feels valued, and their contributions are recognized.
2. We deliver value not just technology: We understand that diverse teams with varied experiences are better equipped to understand and serve a diverse customer base.
3. We like to make things simple: Simplicity can improve accessibility and inclusivity by making information, processes, and opportunities more easily understood by everyone, reduces barriers to participation, ensuring that everyone can contribute effectively.
4. We are getting better everyday: We are committed to grow and improve, which is essential for creating a more equitable and inclusive workplace.
5. We do not compromise on quality: We understand how important it is to hire and retain top talents from diverse backgrounds, as quality is often enhanced by a variety of perspectives and experiences.
6. We keep promises: Trust is a foundational element of an inclusive workplace, and keeping promises demonstrates reliability and integrity. It shows a respect for the individual and commitments made to employees, customers, and partners, regardless of their background.

Our Commitments



1. Inclusive Recruitment and Hiring: We will implement equitable hiring practices to attract and retain a diverse workforce, ensuring that our recruitment processes are free from bias.
2. Professional Development: We will provide ongoing learning and development opportunities to support the growth and advancement of all employees, with a focus on underrepresented groups.
3. Inclusive Leadership: Our leaders will be trained and equipped to foster an inclusive culture, with clear accountability measures in place.
4. Employee Resource Groups (ERGs): We will support the creation and growth of ERGs that offer a platform for employees to connect, share experiences, and drive positive change within the company.
5. Community Engagement: We will actively participate in and support community initiatives that promote diversity, equity, and inclusion.

Measuring Progress

Transparency and accountability are critical to the success of our DEI strategy. We will set measurable goals, regularly track our progress, and report on our achievements and challenges. We will seek continuous feedback from our employees and stakeholders to improve our DEI efforts.

Our Actions

1. Conducting regular DEI training and workshops for all employees.
2. Establishing a DEI task force to oversee and guide our initiatives.
3. Creating mentorship programs to support the career development of underrepresented groups.
4. Implementing policies and practices that promote work-life balance and support diverse needs.
5. Partnering with organizations and networks that advocate for DEI.

Conclusion

Enxoo sp. z o.o. is committed to building a diverse, equitable, and inclusive workplace where every individual feels a sense of belonging and is empowered to contribute to our collective success. We believe that our commitment to DEI will drive innovation, improve our business performance, and make a positive impact on our community and beyond.

DocuSigned by:

Krzysztof Zydu

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