



Informatica™

Investing in our People Policy Statement

Inclusion, Diversity, Equity and Belonging

We are committed to creating an inclusive and equitable environment that fully leverages the diverse knowledge, skills and abilities of our employees

We believe that embracing different ideas, life experiences and community perspectives is vital to achieving our collective goals. We are committed to fostering diversity and inclusion throughout our global organization and business partners. A diverse workforce and inclusive culture make us more agile, propels innovation and helps us meet the demands of our global customer base. We encourage all employees to advance diversity and promote inclusion at all levels of our company.

- Promote policies, practices and procedures that are sensitive to the various cultures and abilities in our teams to ensure a work environment free from discrimination, harassment and bullying
- Engage in outreach efforts to recruit candidates with diverse backgrounds, characteristics and perspectives
- Provide and participate in educational opportunities to improve awareness and understanding of how to embrace diversity and promote inclusion in the workplace
- Manage for equity in position, compensation and treatment; implement strategies to address gaps; and recruit qualified underrepresented minorities and support their retention and promotion in management roles
- Support the company's equal employment opportunity and affirmative action programs, including any equal opportunity or affirmative action plans, goals and reporting requirements applicable to each location
- Promote and participate in mentoring and networking programs that support underrepresented minorities professional growth and organizational inclusion
- Seek opportunities to add suppliers and partners who are committed to diversity and inclusion, including those which are owned by racial minorities, women, disabled veterans and other underrepresented groups

Employee Engagement, Training and Development

We provide rewarding employee experiences and professional growth in all locations

Sustainable leadership requires us to actively invest in our employees' development and intentionally create opportunities for new challenges and to ensure our employees remain engaged and maintain a productive and innovative workplace that can meet the global challenges of today and the future. Our personnel are encouraged to expand their capabilities and reach their full potential by taking advantage of the resources and opportunities that we provide.

- Offer and participate in training programs and continuing education designed to improve all essential skills in their field
- Promote the development and advancement of all personnel through professional development courses and trainings
- Create leadership development opportunities that guide individuals to effectively lead themselves and others
- Participate in opportunities for coaching and mentoring of personnel, including within our mentoring programs, to help assess individual strengths, skills and experience and define development goals
- Foster opportunities for open discussion of roles, responsibilities and achievements to aid career development and performance feedback on an ongoing basis
- Encourage personnel to take on new roles and enriching learning experiences

Labor Practices and Employee Wellbeing

We promote ethical labor practices and human rights and have a zero-tolerance approach to any form of Modern Slavery in our workplace and supply chain

Our deeply held values demand that we operate with absolute respect for the rights of workers and all people. All personnel are expected to act within the highest standards to support freedom and human dignity.

- Develop processes and practices to enforce our policy to never engage in or allow forced labor in any form, and to never employ children in any aspect of our business operations
- Incorporate ongoing human rights due diligence practices in any areas of concern with reference to the UN's Guiding Principles on Business & Human Rights
- Adhere to the high standards of ethical conduct in all aspects of business that can impact labor and human rights such as anti-discrimination
- Honor freedom of association to enable workers to advocate for themselves individually and collectively
- Protect the rights of workers to appropriate rest and personal time, including limitations on working hours

- Do not permit pay practices that are exploitative or that deny workers to meet basic needs and prohibit immigration practices that deny freedom of movement
- Foster workplaces that are free from any form of harassment or negative job actions based upon a person's race, color, caste, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status, or other protected personal characteristics and aligned with our policies against harassment
- Maintain a safe, healthy and productive workplace by quickly and efficiently addressing and remediating identified risks of accidents, injury, or health impacts

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