

# **Lernaro Diversity and Inclusion charter**

## **Our commitment**

At Lernaro, we recognize that diversity and inclusion are not just moral imperatives—they are essential drivers of innovation, learning, and organizational success. As we empower organizations to adapt and evolve for tomorrow's challenges, we commit to fostering an environment where every individual can thrive, contribute, and reach their full potential.

## **Our vision**

To create a workplace and learning ecosystem where diverse perspectives, backgrounds, and experiences are valued, celebrated, and leveraged to drive breakthrough solutions and meaningful impact for our clients and communities.

## **Core principles**

### **1. Inclusive excellence**

We believe that excellence is achieved when all voices are heard, respected, and integrated into our decision-making processes. We actively seek diverse perspectives in everything we do—from product development to client solutions.

### **2. Equitable access and opportunity**

We are committed to providing equal access to opportunities, resources, and advancement for all team members, regardless of race, ethnicity, gender, gender identity, sexual orientation, age, religion, disability status, socioeconomic background, or any other dimension of diversity.

### **3. Continuous learning and growth**

True to our mission of strategic learning, we embrace continuous education about diversity, equity, and inclusion. We commit to ongoing dialogue, training, and self-reflection to deepen our understanding and improve our practices.

### **4. Authentic representation**

We strive for meaningful representation at all levels of our organization, from entry-level positions to leadership roles, ensuring that our team reflects the diversity of the communities and clients we serve.

### **5. Psychological safety**

We foster an environment where every individual feels safe to express their authentic selves, share their ideas, and take calculated risks without fear of discrimination, retaliation, or exclusion.

# Our commitments

## In our workplace culture

- **Inclusive hiring and collaboration:** Implement bias-free recruitment processes, actively source candidates from diverse backgrounds, and ensure these principles extend to all professional collaborations with partners on projects
- **Mentorship and sponsorship:** Establish programs that support the development and advancement of underrepresented talent
- **Fair compensation:** Conduct regular pay equity audits and address any disparities transparently
- **Flexible work arrangements:** Accommodate diverse needs and life circumstances through flexible policies
- **Inclusive communication:** Use language and practices that welcome and respect all individuals

## In our products and services

- **Accessible design:** Ensure our learning solutions are accessible to users with diverse abilities and needs
- **Cultural competency:** Develop content that reflects and respects diverse cultural perspectives and learning styles
- **Bias-free content:** Regularly review and update our materials to eliminate unconscious bias and promote inclusive narratives
- **Diverse case studies:** Feature examples and success stories from organizations of all sizes, industries, and backgrounds

## In our partnerships and community

- **Supplier diversity:** Prioritize partnerships with diverse-owned businesses and vendors
- **Community engagement:** Support educational initiatives and organizations that promote equity and inclusion
- **Industry leadership:** Share our learnings and advocate for inclusive practices within the learning and development industry
- **Client partnership:** Help our clients build more inclusive learning environments and cultures

## Governance and accountability

Our leadership team is personally accountable for advancing diversity and inclusion initiatives, with regular review of our principles, processes, and products to ensure alignment with our guiding commitments.

## Our promise

Every member of the Lernaro team—regardless of their role, background, or tenure—has a responsibility to uphold these principles and contribute to our inclusive culture. We promise to:

- Listen actively and respond thoughtfully to concerns about diversity, equity, and inclusion
- Provide channels for reporting discrimination, bias, or exclusionary behaviour
- Take swift, appropriate action when our values are not upheld
- Celebrate our differences while building on our common commitment to learning and growth

## Moving forward together

This charter represents our unwavering commitment to building a more inclusive future—for our team, our clients, and the broader learning community. As we help organizations prepare for tomorrow's challenges, we recognize that diversity and inclusion are not destinations but ongoing journeys of growth, learning, and positive impact.

We invite all stakeholders—employees, clients, partners, and community members—to hold us accountable to these commitments and to join us in creating a more equitable and inclusive world through the power of strategic learning.

*This charter is a living document that will evolve as we grow and learn. We welcome feedback and suggestions for improvement as we work together to fulfil these commitments.*

**Effective Date:** June, 18<sup>th</sup> 2025

**Next Review Date:** 2026

A handwritten signature in black ink, consisting of several overlapping, stylized strokes.