

Diversity and Inclusion Manifesto



At Making Sense, we promote diversity not just because it is the right thing to do. We promote diversity because we truly believe it makes us better.

We encourage you to bring your whole self to work. Just the way you are.

Causing the WOW effect! To deliver on our strategy, we need to bring out the best in our people. Therefore, we need to ensure that every Making Senser feels safe and supported when they come to work each day. Comfortable with being themselves and unafraid to voice different opinions.

Differences in gender, age, background, sexual orientation, physical ability and religious beliefs enable us to solve problems and respond to challenges in different ways. We celebrate these differences, harnessing them to seize new opportunities. They will never form the basis for decisions about who we hire, who we fire, and who we promote.

We also promote equal remuneration for male and female employees for work of equal value.

At Making Sense, the only valid criteria for appraisal are performance and behaviour, measured using objective criteria. Nobody here should ever have cause to wonder whether they are being judged for anything else.

Everyone at Making Sense has the same great opportunities. No matter who they are, or where they come from.

At Making Sense, you don't always have to agree with others. But you are expected to treat others with kindness and respect.

When we say Discrimination, we mean any distinction, exclusion or preference made on the basis of gender, cultural background, experience, religion, race, ethnicity, disability, family responsibility, political opinion, sexual orientation or social origin, that has the effect of nullifying or impairing equal opportunity or treatment in employment. Any distinction, exclusion or preference not based on the inherent job requirements is deemed as discrimination.

At Making Sense, we denounce all forms of discrimination.

We are working together to create an inclusive workplace and, in turn, playing our part in building an inclusive world.

What we expect from leaders:

- To be inclusive, seeking out diverse perspectives for broader insights and more robust decisions.
- To create a workplace in which every individual feels supported and inspired to operate to their full potential.
- To be aware of their unconscious biases and be open to understanding perspectives that don't fit immediately with their own.
- To create diverse teams by attracting and selecting people based on their competencies, not their background.



Initiatives to improve diversity

We support and sponsor local events and organisations that promote diversity in the field we specialise in. Eg: Women in Tech, Chicas programadoras, etc.

Diversity on the Management Board & Supervisory Board

25% of the company's C Levels are female. 36.4% of Management positions are covered by women, and 58.3% of our team leaders too.



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