OUR VALUES IN PRACTICE

LGBTQ+ *Inclusion*

- *Belonging with dignity and safety*

Inclusion becomes real when people can be open without fear of judgment. **Dignity. Safety. Voice. Confidentiality.** When respectful conduct is the norm, when retaliation has no place, and when the channels to raise a concern actually work, LGBTQ+ colleagues are not merely accepted. They feel protected, heard, and genuinely valued.



DIGNITY	SAFETY	VOICE	CONFIDENTIALITY

No one should have to hide who they are to feel safe, respected, and able to do their best work.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
www.quantumsystems.in

01 WHAT THIS VALUE MEANS TO US

Belonging, not merely acceptance

For us, LGBTQ+ inclusion is about dignity before anything else. It is the quiet assurance that every person is treated with respect in how they are spoken to, how their work is judged, and how they are supported to grow, regardless of who they are or who they love.

It means psychological safety that is real rather than assumed. It means confidentiality when something personal is shared, conduct that is consistently respectful, and trusted ways to raise a concern. Above all it means that no one is asked to hide an important part of themselves in order to feel safe, respected, and able to contribute fully.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Safe people do their best work

Trust that lifts performance

People contribute fully when they are not spending energy managing how they are perceived. Where colleagues feel safe to be themselves, teams communicate openly, trust deepens, and the quality of work improves.

A measure of good governance

Within any credible ESG framework, how an organisation treats LGBTQ+ people reflects how seriously it takes dignity, fairness, and human rights. Cultures that protect everyone tend to manage risk well and earn lasting confidence.

Belonging with dignity and safety

Inclusion is not declared in a policy. It is built, person by person and moment by moment, in the everyday choices where respect is either shown or withheld.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Respectful conduct
Courteous, professional behaviour is the standard for everyone, in every interaction, every day.

Non retaliation
No one is penalised for raising a concern in good faith or for being open about who they are.

Trusted reporting
Concerns can be raised through channels that are safe, accessible, and taken seriously.

Inclusive language
Everyday words and behaviour are chosen with care, so people feel respected rather than singled out.

Non discrimination
Decisions on hiring, work, and reward rest on capability and contribution, never on identity.

Confidentiality
When concerns are shared, personal information is handled with discretion and disclosed only as needed.

Accountability
Harassment and exclusion are examined properly and addressed, with no exception made for seniority.

Leadership responsibility
Leaders set the tone, model fairness, and own the culture their teams experience.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Treat every colleague with respect, question unfair behaviour, and help protect a workplace where people can be themselves.

Our leadership
Model inclusive conduct, make safety real in practice, and accept accountability for the culture they shape.

Our business partners
Uphold the same standards of dignity, fairness, and non discrimination within their own teams and operations.

Clients and collaborators
Engage with us in a manner that respects every individual who delivers the work, whoever they are.

05 GOVERNANCE AND ACCOUNTABILITY

Inclusion becomes credible only when it is supported by clear conduct standards, confidential and fair handling of concerns, firm non retaliation, and honest review. Where standards are not met, we act. This is something we are accountable for, not something we assume.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to a workplace where every person is safe, respected, and free to be themselves, and to a culture in which no one must ever choose between belonging and honesty about who they are.

Quantum Systems Management Pvt. Ltd.