

Dialog wins National Award for DEI Leadership in Corporate Sector

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L-R: Asith De Silva, Senior Manager – Social Innovation, Group Sustainability, Dialog Axiata; Kusalitha Devruwan, Head – HR Business Partnering and Culture, Dialog Axiata; Waruni Algama, Vice President, Customer Experience Performance and Talent Development, Dialog Axiata; Dumidu Dassanayake, Assistant Vice President – Group Rewards and Organization Design, Dialog Axiata; Samanmalee Pathirana, Specialist, Social Innovation for Sustainability, Group Sustainability, Dialog Axiata; Shantha Kumar, Assistant Manager, Employer Branding, Employee Engagement and Culture, Dialog Axiata; Rekha Weerasooriya, Group Chief People Officer, Dialog Axiata; and Asanga Priyadarshana, Group Chief Corporate Officer, Dialog Axiata.

Dialog Axiata won the national award for 'Best DEI Initiative' at the DEI Champions Awards 2025, acknowledging its commitment to creating a supportive workplace for all. Organized by the Ceylon Chamber of Commerce and supported by the EU and the German Federal Foreign Office, the awards recognize organizations leading in Diversity, Equity, and Inclusion in Sri Lanka. Dialog's recognition underscores its integration of inclusive practices as a strategic driver of innovation and growth.

DEI is a key aspect of Dialog's ethos, supported by policies in Recruitment, Learning and Development, Performance Management, and the Code of Conduct. These policies emphasize gender equality, inclusive hiring, disability inclusion, and a respectful workplace.

Dialog promotes diverse perspectives through programs like the Change Catalyst Program and cultural engagement initiatives, celebrating multi-religious and multi-ethnic events.

The company supports working parents with extended maternity and paternity leave and childcare assistance, while promoting inclusion for persons with disabilities through the Dialog-MAS Enabler Program. As a signatory to the UN Women's Empowerment Principles and the GSMA Connected Women Initiative, Dialog aligns its culture with global best practices. These commitments are backed by accountability measures like quarterly DEI reviews, employee surveys, and a whistleblowing system, benchmarked against global standards.

"This recognition reaffirms our belief that an inclusive workplace is essential for sustainable growth. At Dialog, we cultivate a culture of belonging where every voice is heard and everyone is empowered to reach their full potential. Our team is central to our transformation, and we are dedicated to creating an environment where all can thrive," said Rekha Weerasooriya, Group Chief People Officer of Dialog Axiata.

Dialog promotes community inclusion through initiatives like DeafTawk, an app connecting deaf users with interpreters. Additionally, the company has improved its website, dialog.lk, for better accessibility, showcasing its commitment to digital inclusivity.

Asanga Priyadarshana, Group Chief Corporate Officer, Dialog Axiata, said, "At Dialog, we see diversity, equity, and inclusion as fundamental to building a more inclusive Sri Lanka. Our initiatives are designed to ensure the benefits of

connectivity reach every community, so that no one is left behind. We believe lasting progress is built on opportunities that empower everyone to participate fully in the digital future."

Dialog's achievement reinforces its role as a progressive corporate leader in Sri Lanka, which champions equity within its organization and across the broader national movement toward responsible, inclusive business.