

Company: EPAM Systems

Company Description: Since 1993, EPAM Systems, Inc. has leveraged its advanced software engineering heritage to become the foremost global digital transformation services provider – leading the industry in digital and physical product development and digital platform engineering services. . In 2021, EPAM was added to the S&P 500 and included among the list of Forbes Global 2000 companies.

Nomination Category: Achievement Categories

Nomination Sub Category: Achievement in Developing and Promoting Women

Nomination Title: EPAM's Strength is it's Women - Creating Opportunity and Support



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the nominated achievements since July 1 of 2023, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions, provide them in the appropriate spaces below:

3. Briefly describe the nominated organization: history and past performance (up to 200 words):

Total 185 words used.

EPAM is committed to fostering a diverse and inclusive workplace, closely aligned with the UN Sustainable Development Goals. By embedding Diversity, Equity, and Inclusion (DEI) practices into every aspect of its operations, from talent acquisition to employee growth, EPAM ensures an inclusive culture at all levels. The strategic DEI plan emphasizes women's development and strives to enhance DEI awareness throughout the company by providing platforms to engage in meaningful contributions, rise to leadership roles, and act as torchbearers for the next generation of female tech leaders. One such initiative is Women@EPAM, an employee group established to support and amplify women's voices within our company and it has seen remarkable growth over the past year.

Our approach to gender diversity and empowerment is holistic and recognizes the vital contributions women make to the tech sector. Their unique perspectives, innovation, and determination are invaluable. Through launching and supporting programs that provide essential guidance and resources, EPAM is committed to fostering a more inclusive community. We are proud to sponsor various initiatives aimed at enhancing the professional development of women in tech and addressing the industry-wide gender gap.

4. Outline the organization's achievements since the beginning of last year that you wish to bring to the judges' attention (up to 250 words):

Total 248 words used.

Since July 2023, EPAM has accelerated its commitment to developing and promoting women by expanding programs, education, and networks that strengthen inclusive culture and career opportunities.

EPAM enhanced employee empowerment through 38 global #IamRemarkable workshops with 375 participants and 11 Women Networking Circles, supporting the professional development of 115 women. At the end of 2023, the High Potential Leaders Program was launched for B2–B3 employees, with a strong focus on women's leadership. The inaugural North America cohort graduated 24 women, preparing them for the next level of leadership roles.

In 2024, EPAM launched the Inclusive Culture Foundations Course, which has already been completed by nearly 10,000 employees. Additionally, 2,412 managers have received training on promoting inclusive workplaces. Both initiatives serve as foundational steps to support women's advancement within the organization.

Employee Groups continue to play a pivotal role. Women@EPAM delivered 20+ events for 800 participants during International Women's Day, led a Global GenAI Hackathon on bias with 120 participants and 10 MVPs, and facilitated 16 World Café meetings across six regions—creating spaces for women to connect, share, and innovate. ParentSmart further supports working parents, especially women balancing career and caregiving, with 78 events reaching 5,000+ participants this year.

Externally, EPAM has partnered with companies like Vertex Inc., Edward Jones, Mastercard, and Microsoft to promote mentorship and allyship, ensuring women across industries benefit from collective progress.

These initiatives demonstrate EPAM's dedication to advancing women's growth and leadership while embedding an inclusive culture across its global workforce.

5. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

Total 249 words used.

EPAM's achievements stand out for their scale, integration into business strategy, and measurable impact on advancing women's careers.

Unlike many industry peers that focus narrowly on awareness campaigns, EPAM has created a multi-layered development ecosystem that combines leadership training, networking circles, manager education, and employee group programming. This ensures women are not only encouraged but also actively equipped with tools, mentors, and pathways for advancement.

The High Potential Leaders Program directly addresses the critical "middle pipeline" challenge where many women exit the tech industry. The graduation of 24 women in North America within its first cohort reflects a higher level of targeted investment compared to typical industry leadership programs, which often remain gender-neutral and less focused on retention. Similarly, 11 Women Networking Circles, benefiting 115 women, demonstrate intentional, ongoing peer support beyond one-off events.

The scale of engagement also sets EPAM apart. Nearly 10,000 employees have already completed the Inclusive Culture Foundations Course, embedding shared accountability for women's advancement across the workforce. Employee Groups hosted 78 ParentSmart events with 5,000+ participants and 20+ Women@EPAM events for 800+ attendees, numbers that exceed what many technology companies achieve in a year through employee resource groups of comparable size.

Compared with EPAM's past performance, this year reflects a step-change in reach and impact, from expanding educational access to creating industry partnerships with companies such as Mastercard and Microsoft, extending women's opportunities beyond EPAM itself.

These achievements demonstrate a unique, scalable, and industry-leading approach to developing and promoting women in technology.

6. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 34 words used.

A Hackathon that Prototypes a More Inclusive Future
<https://www.epam.com/insights/blogs/a-hackathon-that-prototypes-a-more-inclusive-future>

Career Growth at EPAM Netherlands
<https://www.epam.com/careers/blog/breaking-barriers-solange-laljis-leadership-and-innovation-at-epam-netherlands#:~:text=She%20is%20a%20passionate%20advocate.>

International Women's Day LinkedIn Post
https://www.linkedin.com/posts/epam-systems_iwd2025-womenatepam-womenintech-activity-7304108742294278144-3c0R/

Attachments/Videos/Links:

[EPAM's Strength is it's Women - Creating Opportunity and Support](#)



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