

CHARTER

THE INCLUSIVE ORGANISATIONAL CULTURE

THE POWER OF GENDER DIVERSITY AND SEXUAL DIVERSITY IN THE WORKPLACE

Our companies and organisations are part of a very diverse society. Although this diversity greatly enriches our society, there are still several groups, including women and LGBT people, who receive fewer opportunities due to structural imbalances and societal mechanisms, both in and out of the workplace.

This charter represents the core principles of an inclusive organisational culture in which organisations/companies value the diversity of their employees, customers, and partners. In particular, we focus on gender identity, gender expression, and sexual orientation. We take other attributes into account as well, such as ethnic background and disabilities, all of which contribute to an individual's identity. Such an inclusive organisational culture

enables employees to fully apply and develop their talents.

This charter acknowledges that an inclusive organisational culture, which takes account of the diversity and unique talents of its employees, contributes to the well-being of all employees and to the proper functioning of an innovative and dynamic organisation/company.

This inclusive organisation culture can only be achieved if all members of the organisation/company do their part. This charter is a call for all persons involved—employers and employees and their associations, civil society, and government—to work together in order to create an inclusive workplace.

THE SIGNATORIES COMMIT TO THE FOLLOWING IN ORDER TO ACHIEVE AN INCLUSIVE ORGANISATIONAL CULTURE:

- 1** We aim to develop an inclusive workplace where everyone can be themselves, can apply and develop their own talents, and have equal opportunities without fear of discrimination.
- 2** We ensure that the notions of diversity and inclusion are supported throughout the policies of our organisation. This is not limited to the legal terms regarding non-discrimination and the well-being of employees, but takes account of all aspects of and processes within the organisation, such as the hiring and mobility of employees within the organisation. By intervening in this structure, we also change the culture of our organisation/company.
- 3** We appoint a confidential counsellor, and establish a clear complaint procedure for cases of discrimination and harassment.
- 4** We seek to enhance the knowledge and expertise of this confidential counsellor, in addition to that of managers, HR staff, and all relevant personnel who play a role in the implementation of inclusion policies. We do this particularly with regard to gender mechanisms that might lead to exclusion, intimidation, reduced well-being, and/or reduced skill development in the workplace.
These persons in our organisation/company act as ambassadors with regard to these topics, and they are supported in this role.
- 5** We support diversity employee network groups within our organisation, and we will maintain close contact with them and civil society associations in order to achieve an inclusive workplace.
- 6** Internal communications to all employees include regular updates about our diversity and inclusion policies and about particular target groups and topics.
- 7** Our organisation/company takes up its social responsibility, and conveys its policies and good practices in external communications. In this way we can contribute to a more harmonic and pluralist society in which everyone can feel at home.
- 8** Diversity and inclusion are important topics in our dealings with our partners (eg., subcontractors and suppliers), and we encourage them to apply principles of non-discrimination, diversity, and inclusion.
- 9** We aim at inclusiveness in other branches of our company, both domestically and abroad.
- 10** We evaluate our own activities with regard to inclusion and diversity, measure their results and make adjustments where necessary.