

DIVERSITY AND INCLUSION STATEMENT

by 365 Sherpas

365 Sherpas supports a diverse and inclusive society and aspires to be a workplace where all employees feel appreciated. The way we relate to colleagues and other people promotes a corporate culture that embraces openness and tolerance, respect and courtesy, as well as fairness and trust. We want all our sherpas to be confident that at 365 Sherpas their dignity will be respected by all people and at all times.

Diverse ideas, perspectives and skills improve the quality of our work, foster innovation and creativity, strengthen our resilience and performance and secure our long-term success. We want to benefit from, respect and promote the diversity of society, languages, cultures and ways of life. At 365 Sherpas we never discriminate against anyone and we treat all people equally – regardless of their descent, background and nationality, social class, religion and ideology, gender and gender identity, age, physical and mental ability and sexual orientation.

It is our shared responsibility and common goal to create a fair and friendly work environment. We can only achieve that by respecting and showing consideration to others. We have a zero-tolerance policy when it comes to comments or behaviour that could be perceived as discrimination against our colleagues, business partners or customers.

OUR COMMITMENTS

Culture

We uphold an organisational culture that is defined by mutual respect and appreciation. We make sure that all of our employees know, share and embrace our values. Our leadership team assumes special responsibility in this respect.

HR processes

We review our HR processes to ensure that they take the diverse skills and talents of our people and our performance expectations into account.

Recruiting

We aspire to having the most diverse team possible in terms of gender, ethnicity, religion, ideology, disability, age, sexual orientation and identity as well as social background, and for that reason we actively encourage diverse candidates to apply for jobs.

Gender balance

We aim to achieve gender balance across the entire organisation, particularly at management level. Staff structure imbalances are eliminated as quickly as possible.

Equal pay

We prevent gender pay gaps by regularly reviewing our employees' salaries and adjusting them if necessary.

Gender-sensitive language

We use gender-sensitive language in all internal and external communications.

Work-life balance

We provide the optimum framework, as well as counselling services, to help our employees achieve a healthy work-life balance. There are no career disadvantages associated with use of the available work-life balance options.

Discrimination

We do not tolerate any kind of harassment or discrimination and we take a targeted approach to preventing it. All of our sherpas have access to contacts at independent neutral complaints bodies who investigate discriminatory behaviour thoroughly and confidentially.

Improvement & sensitisation

We encourage dialogue as the basis for the continuous improvement of diversity and inclusion in our organisation. We create education and training opportunities to continuously enhance our shared knowledge and raise awareness of these issues. We regularly evaluate and communicate our progress in promoting diversity and inclusion.

With my signature I commit to all of the above and I undertake to actively implement my commitment.