

CEO Message

We aim to create an inclusive workplace where everyone feels valued and respected because of their differences. We want our company to be innovative and efficient in delivering cutting-edge solutions for our potential clients and positively affecting our stakeholders. We sincerely believe that diversity hugely benefits our organisation to achieve its goals while creating a better employee environment.

We do not follow a "tick the box" approach when it comes to diversity and inclusion. As a company founded by three immigrants, we are proud to say that diversity and inclusion is in our DNA. We truly understand the value of different views and backgrounds and established a work environment where everyone's voice is heard and respected.

Vision

Having a work environment where every member feels at home enables us to attract and retain a talented workforce.

This strategy provides a commitment for the organisation to maintain the diversity and inclusion we managed to create. This includes three key goals and identifies the priorities and actions.

Goals	Objective	Actions
Maintaining workplace diversity	Recruiting from a diverse, qualified group of candidates to increase the diversity of thinking, culture, background and perspective	<ol style="list-style-type: none">1. Advertise roles in a broad range of publications2. Ensure a diverse range of candidates are represented at the shortlist stage
Maintaining workplace inclusion	Foster a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential and increase retention	<ol style="list-style-type: none">1. Provide inclusive leadership training for managers2. Establish employee advocacy groups

Communication Plan

Diversity and inclusion related matters are communicated with stakeholders during calls and meetings we have. Furthermore, the importance of proper application of this policy is emphasised regularly during internal meetings regardless of the content of a meeting.