

# **Inclusion and Diversity**

# **Policy Statement**



# INCLUSION AND DIVERSITY POLICY STATEMENT

Symeres' Inclusion and Diversity Policy demonstrates our clear commitment to cultivating an inclusive environment that values, respects, and celebrates diversity. We firmly believe that embracing a broad spectrum of perspectives and experiences enriches our organization and enhances our ability to serve our stakeholders effectively.

## TO FULFIL OUR MISSION AND VISION, WE PLEDGE OUR COMMITMENT TO:

- **Equal Opportunity:** Ensuring equal opportunities in all employment aspects, irrespective of race, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, veteran status, marital status, or any other characteristic protected by law.
- **Inclusive Culture:** Fostering a welcoming environment where everyone feels valued, respected, and empowered to contribute significantly to our success.
- **Diverse Workforce:** Actively striving to attract, develop, and retain a diverse workforce that mirrors the communities we serve and the global nature of our work.
- **Continuous Learning:** Providing training and development opportunities to enhance understanding and appreciation of diversity and inclusion within the organization.
- **Accountability:** Holding all leadership levels accountable for promoting and maintaining an inclusive and diverse workplace.

We believe that diversity is a strength, and inclusion is a responsibility. By embracing these principles, we aim to create a workplace where everyone can thrive and contribute to our collective success. We are committed to fostering an environment where every individual feels valued, respected, and included.