

Policy

Diversity & Inclusion

At Esgaia, we always strive for an established, diverse and inclusive business culture. We know that the more diverse we are, the smarter we become when we combine our efforts. For this reason, we gladly welcome diversity from all perspectives: Gender identity, age, sexual orientation, gender, background, disabilities and experiences.

By bringing together people from different backgrounds and giving everyone the opportunity to develop their skills, we strive to deliver the best customer experience, create outstanding shareholder value and have highly engaged employees.

Diversity & Inclusion

Esgaia employees and business partners and others through whom Esgaia conducts business must engage in activities to ensure a diverse and inclusive organization. Esgaia aim to meet the diversity and inclusion commitments by:

- Making sure that communication is respectful between all employees
- Providing an environment where employees feel their background and lifestyle does not interfere with the perception of them as a professional or their opportunities for development and advancement.
- Offering flexible working practices where appropriate, recognizing that not everyone can or wants to work the same hours or the same way of working. This will eliminate disadvantage and discrimination in participation at work.
- Making sure employees are aware of their own unconscious and conscious biases and know how to ensure that these do not manifest themselves at work.
- Making sure that managers implement this policy in daily management of employees and in applying policies and practices in a fair and equitable manner.
- Ensuring that managers recognize unacceptable behavior and take immediate and appropriate action.
- Ensuring that employees implement this policy in their daily work and interactions with colleagues and customers.

- Making sure employees notify their supervisor or management if they have concerns about the conduct of other employees
- Ensuring that employees of Esgaia do not use verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship or genetic information.
- Ensuring that employees of Esgaia do not leave or utter suggestive comments; statements or questions about personal sexual matters; insults, threats or jokes about personal or physical traits; or jokes of a sexual nature (including innuendos).
- Ensuring that employees of Esgaia do not use suggestive or insulting noises; obscene gestures; or the use of literature, emails or pictures which are sexually suggestive, revealing, demeaning or pornographic.
- Ensuring that employees of Esgaia do not conduct any touching, pinching, rubbing or massaging the body; coercing sexual relations; or assault.
- Ensuring that gender is not a barrier to career opportunities and promotion. We ensure that all genders are represented in all recruitment processes and are committed to equal pay. We believe that we can better represent the needs of our clients if we have gender balance in management and talent pools.
- Continuously improve the diversity and inclusion performance of the business.

- Review the Diversity and Inclusion policy on a regular basis to make it up to date