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Diversity in society with its consistent exhibition of equality principles and inclusion of all its members has always been considered to be a source of progress and development. Only in this way can sustainability of the whole society be assured, which also holds true for smaller groups and organizations.

Inclusive diversity management in advanced organizations is a standard which is rewarded with a better climate and better business results.

Modern business strategies are bound to diversity – by recognizing it, using proper communication and inclusion, these strategies are developing more innovative and sustainable results.

Society sensible to diversity, where people are aware of interdependence and complementarity and are willing to take responsibility for their actions is a successful and sustainable society.

The signatories in this manner commit ourselves to implement the following principles:

1. Develop an organizational culture, based on equal opportunities, mutual respect, acceptance and inclusion of diverse employees as a potential for achieving greater inventiveness, flexibility, for boosting development of the organization and for achieving better social cohesion.

2. Create a diverse and inclusive work environment.

Strive to form such work environment which reflects the diversity of society and actively involve employees by avoiding any discrimination (direct or indirect) based on sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. (EU Charter of Fundamental Rights, Article 21 – Non-discrimination)

3. Take into consideration and disseminate diversity principles at all levels of organization.

Integrate diversity policy at all levels of decision-making, considering three key roles in building an inclusive and harmonious work environment.

These are:

- commitment and responsibility,
- communication (inside and outside),
- setting an example/a model.

4. Identify our clients' diversity.

Being familiar with the profiles of our clients, we are aware that being attentive to their diverse needs also holds a source of inventiveness and development.

5. Create a diversity policy.

Annually plan action measures to promote diversity, inclusion and equal opportunities – these measures are carried out and evaluated on a regular basis. Identify the results which are the product of diversity policy and report them in the annual report.

6. Disseminate and communicate our loyalty to the Charter and the results of the diversity policy to all our stakeholders.

Stakeholders are cordially invited to join the activities of anti-discrimination and to promote diversity.

