

EDI POLICY

IN GENERAL

Cleangrad welcomes diverse cultures, fosters an organizational climate of mutual respect, and supports an integrative environment in which the value of all people is recognized. We strive for a work environment that offers every individual security and a sense of trust. We strive to make every employee feel capable and to bring their full, authentic self to work every day.

HUMAN RIGHTS

First, Cleangrad is committed to upholding basic human rights.

Human rights are the standards of treatment to which all people are entitled. Cleangrad respects and enforces the principles established in the Universal Declaration of Human Rights which sets a common standard of achievement for all peoples and all nations.

EQUALITY

Cleangrad will treat all our employees in a fair and consistent manner. We are committed to equal opportunities for all and to create an inclusive workplace. We celebrate the diversity of our workforce and expect everyone to respect and embrace their colleague's differences. All Cleangrad's employees can expect to be treated fairly and with dignity.

Cleangrad will create a working environment in which individual differences and the contributions of all our employees are recognised and valued. Moreover, we will encourage our employees to develop their full potential as well as ensure the talents and resources of the employees are fully utilised to maximise the efficiency of the organisation.

INCLUSION & DIVERSITY

Diversity enables us to offer different skills, ideas, approaches and expertise to the business and our customers. We at Cleangrad believe that by embracing this diversity all our people can contribute their maximum to achieve better work results. On the other hand, our aim is to create the best working environment and establish a culture where employees are highly engaged and feel supported by the company, so everyone working at Cleangrad has the opportunity to reach their maximum potential.

Ø HARASSMENT

At Cleangrad, we focus on creating a great working environment and culture. This is supported by empathising with our colleagues.

We have zero tolerance against unwelcome, hostile or insulting behaviour owing to the gender, race, skin colour, religion, origins, disability or age, which would cause a working environment, stuffed with intimidation, hostility or offence.

Cleangrad is committed to developing a working environment free from harassment, including discrimination, victimisation, and bullying. We require all our people to treat each other with mutual respect and dignity.