

QDW_(4)-16 Dworkin® Diversity Policy

Dated 04.05.2020

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1. Introduction and Scope

Dworkin® is heavily involved within the IT support business. Dworkin® mainly operates in the European area and also in North Africa. Because of its international footprint Dworkin® is at a clear advantage when it comes to fulfilling its obligations with regards to diversity in the workplace. Dworkin® prides itself upon its diverse company employees and managers. This policy is Dworkin®s affirmation to its commitment to be an employer with an excellent diversity record. All employees are directly involved and affected by the diversity Policy, it is vital that all employees are aware of Dworkin®s standpoint and rules regarding employment of all diverse personnel.

2. What is diversity with regards to people within the business?

Diversity is the complete blindness when it come to selecting employees when in the business of hiring and thereafter, by blindness we mean that whatever a persons:

- Age
- Skin Colour
- Gender
- Ethnicity
- Religion
- Sexual orientation
- Race
- Disability

They will all receive the same standards of treatment and fairness within Dworkin®.

3. How does Dworkin® achieve its diversity goals?

Job vacancy advertisements

Dworkin® initially achieves its diversity goals by ensuring that when it submits its job vacancy advertisements, it always checks and ensures that the advertisements are phrased and compiled in such a way that they do not put off any potential employees with the idea that it is not a diversity employer.

During work time

In order for there to be a harmonious atmosphere whilst in employment with Dworkin® it is vital that within the workplace that all employees are treated fairly and treated with the same high level of respect and dignity. This means that regardless of any of the above personal traits, all employees are subjected to a fair and inclusive level of treatment.

Outside of working hours (Company social gatherings)

When Dworkin® has social gatherings outside of working hours, the same levels of respect and dignity are to be applied to all employees. Just because the function may be in a different, more relaxed environment, it is important that all employees maintain the same standards of friendliness and acceptance as they would apply within the work place.

4. What about employees that are perhaps in some way disabled?

To ensure that Dworkin® respects and maintains its high levels of diversity acceptance, it is incumbent upon the company that they take reasonable steps in order to make sure that disabled employees have access to establishments and are provided with a reasonable working area where they are comfortable and able to carry out their job unhindered.

5. The 10 key diversity points that allow Dworkin® to flourish with regards to Diversity

The infographic picture below displays the main subject headings for the goal of achieving a happy and diverse work culture within the company. It shows the many advantages that diversity brings to our business.



6. Advantages to Dworkin® with having a diverse workplace?

Having a diverse range of employees from contrasting backgrounds within the workplace brings great opportunities and advantages to Dworkin®. Simply by having different people from different places, with different life and cultural backgrounds allows the company to have a greater ability to take on more work.

- **A variety of different perspectives.** Employees with different backgrounds and different characteristics solve problems in different ways and view things in a different light
- **People with different backgrounds tend to have different experiences and thus different perspectives.** When you put together people who see the same thing in different ways, you are more likely to get a melting pot of fresh, new ideas, thus improving the creativity of the Dworkin® workforce.
- **An inclusive company is more likely to be the innovation leaders in their market.** In a diverse workplace, employees are exposed to multiple perspectives and worldviews.
- **Faster problem-solving.** Employees from diverse backgrounds have different experiences and views, which is why they are able to will bring diverse solutions to the table. The best solution can be chosen sooner, which leads to faster problem-solving.
- **Better decision making.** When employees with different background and perspectives come together, they come up with more solutions, which leads to more informed and improved decision-making processes and results.
- **Increased profits.** Companies with diverse workforces make better decisions faster, which gives them a serious advantage over their competitors. As a result, companies with diversity in the workplace achieve better business results and earn more profit.
- **Better employee engagement.** The link between workplace diversity and employee engagement is straightforward - when employees feel included, they get engaged.
- **Reduced employee turnover.** Diversity and inclusion in Dworkin® cause all employees to feel accepted and valued. When employees feel accepted and valued, they are also happier in their workplace and stay longer with a company. As a result, companies with greater diversity in the workplace have lower turnover rates.
- **A better company reputation.** Workplace diversity also makes Dworkin® look more interesting. Finally, if you present a diverse workforce, you will make it easier for many different people to relate to your company and your brand, opening doors to new markets, customers and business partners.
- **Improved hiring results.** Workplace diversity is an especially beneficial asset for attracting top talent from diverse talent pools. In fact, two thirds of employees value an inclusive and diverse workplace as a seriously attractive must have when applying for a job.

7. Conclusion

Dworkin® incorporates diversity within the company. As a company with many diverse employees we are succeeding. It is important to always incorporate this policy in the future to ensure continued success. This policy will be reviewed on a bi-annual basis.