

KIWER DIVERSITY, EQUITY & INCLUSION POLICY STATEMENT



KIWER is dedicated to fostering an inclusive and diverse workplace that values the unique contributions of every individual. Our commitment to Diversity, Equity, and Inclusion (DEI) is rooted in the belief that a diverse and inclusive environment enhances our collective potential, innovation, and success.

Policy Statement:

1. Embrace Diversity:

KIWER celebrates and embraces diversity in all its forms, including but not limited to, race, ethnicity, gender, age, sexual orientation, ability, and background.

2. Ensure Equity:

We are committed to providing equal opportunities for professional growth, development, and advancement. Our employment practices are designed to be fair, transparent, and unbiased.

3. Foster Inclusion:

We actively cultivate an inclusive workplace where all employees feel valued, respected, and empowered to contribute their perspectives and ideas. We promote open communication and collaboration at all levels.

4. Eliminate Discrimination:

KIWER prohibits all forms of discrimination, harassment, and bias. We promote a workplace free from prejudice, where each employee is treated with dignity and respect.

5. Create a Supportive Environment:

We prioritize the well-being of our employees by providing a supportive and flexible work environment. This includes initiatives that address physical and mental health concerns.

Responsibilities:

- **Leadership:**

The leadership team at KIWER is responsible for championing DEI initiatives, setting an example, and fostering a culture of inclusion.

- **Managers:**

Managers are accountable for promoting diversity within their teams, addressing any concerns related to bias, and actively participating in DEI training and initiatives.

- **All Employees:**

Every employee plays a crucial role in creating and sustaining an inclusive environment. We encourage everyone to embrace diversity, be allies, and actively contribute to a positive workplace culture.

- **Training and Development:**

KIWER is committed to providing ongoing DEI training and development opportunities for all employees. This includes workshops, seminars, and resources to enhance awareness and understanding.

- **Reporting and Accountability:**

We encourage open communication and reporting of any incidents, concerns, or suggestions related to diversity, equity, and inclusion. KIWER is committed to addressing reported issues promptly and confidentially.

- **Continuous Improvement:**

KIWER is dedicated to continuously reviewing and improving our DEI policies and practices to adapt to evolving best practices and the needs of our diverse workforce.

- **Review and Approval:**

This Diversity, Equity & Inclusion Policy has been reviewed and approved by the leadership team of KIWER.