



## Diversity Charter

Throughout the search and assessment of talent, **Search & Selection** comes into contact with different (sub)cultures, lifestyles and languages. This amazing and challenging variety also offers new opportunities and forms the basis for new insights and creativity.

On reflection, we are all different: diversity is the rule, not the exception. We believe that dealing objectively with such diversity leads to better services, does justice to all concerned, while enhancing and mobilizing maximum talent within the society. Diversity can also improve the supply of services of our customers, as their relations are diverse too.

**Search & Selection** is committed to:

- **LEGISLATIVE FRAMEWORK**

Using the laws and regulations upholding the implementation of non-discrimination as a guide for our actions.

- **NO EXCLUSION**

Refusing discrimination based on sex, race, colour, ethnic or social origin, language, religious or philosophical beliefs, wealth, birth, disability or distinguishing physical marks, current or future health conditions, age, sexual orientation, marital status or family situation.

- **IN THE RECRUITMENT PHASE**

Ensuring that possible target groups, as mentioned above, are given the same admission chances during the recruitment process, starting from the job description and the choice of advertising channels.

- **IN THE SELECTION AND EVALUATION PHASE**

Selecting and evaluating on the basis of sound and neutral criteria to assess the performance and the job suitability, as for example by competence measurement and results of personality assessment.

- **COMMUNICATION**

Informing employees, clients, partners and other stakeholders about our commitment to equal opportunities and diversity and communicating the relevant results.

- **PROACTIVE BEHAVIOUR**

Focusing on diversity in developing relationships with partners and stakeholders