

Diversity and Inclusion Policy

Seeforth Services is committed to fostering a culture of diversity and inclusion in our workplace. We believe that diversity and inclusion are essential for our success as a company, as they enable us to attract and retain the best talent, serve our customers better, and create a positive impact on society.

Our diversity and inclusion policy outlines our vision, goals, and actions to promote and celebrate diversity and inclusion in our company. It applies to all employees, contractors, partners, and stakeholders of Seeforth Services.

Our Vision

We envision a workplace where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents. We strive to create a work environment that is free from discrimination, harassment, and bias, and that fosters collaboration, innovation, and excellence.

Our Goals

To achieve our vision, we have set the following goals:

- To increase the representation of diverse groups in our workforce, especially in leadership positions.
- To provide equal opportunities for learning, development, and career advancement for all employees.
- To foster a culture of inclusion where everyone can express their opinions, ideas, and feedback without fear of retaliation or exclusion.
- To raise awareness and educate our employees on the benefits of diversity and inclusion, and the challenges faced by underrepresented groups.
- To engage with our customers, partners, and communities to promote diversity and inclusion in our industry and society.

Our Actions

To accomplish our goals, we will take the following actions:

- We will conduct regular assessments of our diversity and inclusion performance, using data and feedback to identify gaps and opportunities for improvement.
- We will implement fair and transparent recruitment, selection, and retention practices that ensure equal access and opportunity for all candidates and employees.
- We will provide training and mentoring programs that support the development and growth of our diverse employees, especially those in underrepresented groups.
- We will establish employee resource groups, networks, and events that foster a sense of belonging and community among our diverse employees.
- We will communicate openly and regularly about our diversity and inclusion initiatives, progress, and challenges, both internally and externally.
- We will hold ourselves accountable for our diversity and inclusion outcomes, by setting clear targets, measuring our results, and rewarding our achievements.

We expect all employees to adhere to this policy and to uphold our values of respect, integrity, and excellence. We also encourage all employees to participate in our diversity and inclusion activities and to share their feedback and suggestions on how we can improve.

Together, we can make Seeforth Services a more diverse and inclusive place to work.