

DIVERSITY POLICY

Diversity vision

Talentplicity Consulting recognises its talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our people. Talentplicity Consulting is committed to seeking and retaining the finest human talent to ensure top business growth and performance. Diversity management benefits individuals, teams, our company, and our customers. We recognise that each employee brings their unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of the company in all that we do.

Talentplicity Consulting believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment where all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, position Talentplicity Consulting to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high-quality products/services.

Talentplicity Consulting is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive, and competitive.

Recruitment

Talentplicity Consulting recruits people from all around the globe. We believe that our employees from many different cultural, linguistic, and national backgrounds provide us with valuable knowledge for understanding complex international markets. We have established outreach programmes to identify talented women and individuals from under-represented backgrounds for recruitment. We provide scholarships for promising young women and under-represented status students with the potential to become high-achieving professionals in Talentplicity Consulting.

Career development and promotion

Talentplicity Consulting rewards excellence and all employees are promoted based on their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community programmes

Talentplicity Consulting recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism, and other forms of discrimination are problems both for our organisation and society as a whole.

Talentplicity Consulting is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents. Talentplicity Consulting combats discrimination in the wider community through partnerships with community-based groups.

Diversity bodies

Our commitment to diversity is led by our diversity champions who come from all levels of the company, from top management to the shop floor. The diversity champions make up a diversity committee, which is responsible for ensuring that our diversity policy is articulated in the day-to-day running and the strategic direction of the company.

Diversity practices

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

Talentplicity Consulting provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Childcare assistance
- Mentor programmes