



Labgroup

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OUR DIVERSITY AND INCLUSION POLICY



1. Introduction

At Labgroup, we support and value diversity and inclusion. This policy presents our commitment to creating a healthy working environment where everyone can fully flourish, be respected, valued and equal in terms of opportunity. We are convinced that our diversity is one of our greatest strengths. It enriches our corporate culture by promoting collective success. By implementing this policy, we are committed to promoting fairness, preventing discrimination and creating a culture of inclusion where everyone can thrive professionally.

2. Definition

Diversity is the variety of human profiles that exist within a company, whether genders, sexual orientations, ethnicities, employees with disabilities or many other profiles... This diversity leads to countless different experiences, ideas and perspectives that benefit the company. The challenge for employees and managers is to learn to work together by making the company evolve towards a common goal with respect and inclusion for all. Managing diversity therefore means making these differences a strength.

To manage diversity in business, it is necessary to set the goal of creating an inclusive culture where everyone can fully thrive and respect each other. We also aim to create an environment where all employees can have equitable access to opportunities and resources.

3. Labgroup's Commitment

Labgroup is committed to ethical behaviour, to respecting the principle of transparency, as well as the principle of accountability. To do this, the company has put in place a certain number of policies, procedures and best practice guidelines to help employees in this process. Here are the actions we are committed to:

- Adapt our communications according to understanding needs (multilingual) and respect cultures.
- Respect our procedure for welcoming and including new employees (whether permanent employees, interns, external workers, temporary workers, etc.).
- Raise awareness, train and involve decision-makers and employees in the challenges of diversity as a source of enrichment, innovation and team cohesion.
- Prevent acts of discrimination, violence or harassment in general and more particularly those linked to the theme of diversity.
- Respect our general approach to continuous improvement by regularly evaluating our practices, their results and their effects.

4. Signature the “Charte de la Diversité Lëtzebuerg”

In order to monitor our actions, but also to have the opportunity to discuss key subjects, share our practices and learn from other organisations, Labgroup has become a signatory of the Diversity Charter. Like all other signatories, Labgroup will publish information every two years on the activities carried out, as well as the progress obtained in the implementation of the said charter. We will also invest in encouraging all of our partners to work towards non-discrimination and the promotion of diversity.