

# GR Diversity & Inclusion Charter

Our mission at Generations Recruitment (GR) is to anchor people's development by offering meaningful and sustainable staffing solutions. For us, "meaningful" also means focused on diversity and inclusion, so that no one gets left behind. In addition, increasing diversity has proven to add value to a company, through Increased productivity, improved creativity, increased profits, improved employee engagement, reduced employee turnover, improved company reputation, wider range of skills, and improved cultural insights.

For all these reasons, we have developed the following charter to ensure that we have clear, actionable commitments. We commit to keep educating ourselves, our clients and all partner stakeholders, and to hold ourselves accountable for our actions, in a continuous improvement mindset.

## Our commitments include the following:

### Internally

- ✓ Ensure equal opportunities for every candidate willing to join us, to foster diversity within the team;
- ✓ Work daily on developing a culture of caring and open communication so that people feel comfortable sharing their needs. Do our best to respect those needs;
- ✓ Respect each other's abilities and capitalize on our strengths to thrive as a team;
- ✓ Train our team on an ongoing basis for all of us to become aware of our own bias, assumptions, judgements, and prevent them from impacting our work;
- ✓ For each consultant, take responsibility in embodying the Diversity & Inclusion principles, both with internal and external stakeholders;
- ✓ Commit to at least one activity per year to promote the team's open-mindedness and sense of belonging;
- ✓ Fight within our structure to exclude any form of discrimination based on sex, alleged race, color, ethnic or social origin, language, religious or philosophical belief, property, birth, disability or physical characteristic, current or future state of health, age, sexual orientation, marital status or family situation, as well as to respect and promote the application of this principle of non-discrimination.

### Towards Clients

- ✓ Develop methodologies and tools to fully understand our client's needs and objectives, and to provide meaningful solutions accordingly;
- ✓ Optimize GR's services in order to actively participate to our clients' CSR goals;
- ✓ Guarantee that the candidates presented to our clients have been selected through a process based on non-discrimination and equal opportunities;
- ✓ Guide our clients in welcoming a more diverse, inclusive and sustainable recruitment process;
- ✓ Rigorously assess and challenge the "essential criteria" as defined by the clients and only accept those relevant to the role in terms of efficiency and delivery.

### Towards Candidates

- ✓ Treat each application based on objective criteria, without any discrimination;
- ✓ Do our best for our communication towards candidates to be coherent with the reality of society, and to be as inclusive as possible;
- ✓ Do our best to elevate our candidates to a more fulfilling professional life, no matter their background;
- ✓ Continuously develop new ways of working and tools to adapt to evolving market trends and candidates' aspirations.

If you have questions or remarks related to this charter or if you have an experience with us that is not in line with our commitment, do take up contact with:  
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