



DIVERSITY AND INCLUSION POLICY

ABOUT US

Virtualmind strives to create and uphold a strong culture respecting, valuing and embracing individual differences.

We encourage diversity in our work teams. We accept the visions, experiences, background and circumstances of each Virtualminder to help enhance the personal development and professional growth of members, teams and the company.

We firmly believe that diversity makes us better persons in every sense while enriching us with new ideas, skills, talents and points of view and helps us create an inclusive and enjoyable work environment that welcomes all Virtualminders.

OUR COMMITMENT

In order to implement and promote our Diversity and Inclusion Policy, we are committed to:

- Sharing our internal diversity and inclusion culture with our management and human resources teams, including all other units and divisions in Virtualmind to create a work environment based on the pillars of respect, trust and fair treatment to people across each company area and team.
- Recognizing and respecting individual differences among all members of Virtualmind so that everyone can develop a sense of belonging and feel accepted as part of the company.
- Rejecting any discriminatory action, situation or incident based on gender, age, social position, disability, religion, sexual orientation, gender identity, marital status, political beliefs, nationality or any other cause.
- Promoting equal opportunities in all Virtualmind areas and teams, and offering every Virtualminder the same chances to learn, grow and develop their potential on the basis of merit and individual improvement, regardless of their own personal circumstances.
- Ensuring that personnel selection processes and interviews focus solely on the candidates' performance and potential, irrespective of their personal situation.

SCOPE AND RESPONSIBILITY

Our commitment to diversity and inclusion welcomes all individuals regardless of gender, age, social position, religion, sexual orientation, marital status, political beliefs, nationality, and any other circumstances.

We are all responsible for contributing to an inclusive environment in all Virtualmind areas and teams, encouraging diversity and an inclusive culture.