

Inclusion and Diversity matters



Vision for a Diverse Ecorys

Our vision

Ecorys actively provides a diverse and inclusive culture that nurtures the talents and contributions of employees at all levels of the organisations in order to grow and achieve our business objectives

Our purpose

- **Internal:** workforce diversity is a key driver of innovation - diverse perspectives promote a richer, more creative and productive working environment. Diverse organisations are better able to develop and make the most of wide-ranging talent
- **External:** workforce diversity and inclusion are key drivers of business growth and are essential to deliver high quality work, to remain competitive and attractive to talented staff and to clients in a global market

Our values and principles

We seek to adopt these principles in all of our policies, practices, action plans and culture.

- **We foster** the talents and contributions of all employees; through promoting inclusion and diversity Ecorys will reach its full potential
- **We commit** to advancing inclusion and diversity across the whole Ecorys Group, by tackling head-on the obstacles which hinder career development and providing inspiring careers irrespective of gender, racial or ethnic origin, religion or beliefs, disability, age, sexual orientation or gender identity, in particular promoting increased diversity at the senior levels of our company by setting targets to address any imbalances
- **We acknowledge** that advancing inclusion and diversity demands commitment and action from all levels of our company, in particular active leadership from those in senior roles
- **We recognise** the importance of providing training and support to all of our staff and promoting their professional development
- **We will publish progress** against targets to support the transparency and accountability needed to drive change, and to demonstrate our commitment
- **We will embed** diversity in all meetings across the business that will be standing agenda item in order to drive this work forward, share good practice and for the different parts of the company to hold each other to account
- **We will work with relevant taskforces** and communities on diversity like Charter de la Diversidad España, The Flemish Action Plan (BE), Karta Różnorodności (PL), Diversity in Companies in NL, thereby learning from effective practice and being visible in our commitment to diversity