



The Employment Solution®

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# TES Diversity and Inclusion Strategy

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## **TES Diversity and Inclusion Strategy**

*TES recognizes that embracing and supporting diversity and inclusion is part of core business strategy, as it gives both us and our clients access to the full stock of the human potential we need for effective competition and long-term success. It is also part of the responsibility we hold as a staffing agency; access to opportunities to earn, develop professionally and grow new skills are a crucial commodity in the development of true equity in our society.*

*We embrace and support our employees and contract workers' differences in age, ethnicity, gender, gender identity expression, language, nationality/national origin, family, marital status, physical, mental and developmental abilities, race, religion, belief, sexual orientation, social or economic class, education, and political affiliation.*

*Our Diversity and Inclusion Strategy includes the following components:*

- 1. Commitment to diversity and inclusion as values to be communicated and enacted throughout the organization.*
- 2. Creation of a channel to executive-level leadership through which individuals can report problems and/or open discussion of diversity/inclusion issues.*
- 3. Inclusion of our Diversity and Inclusion Strategy in the annual review of policy and plan documents that guide our business operations.*
- 4. Membership in professional associations which provide a flow of perspectives and potential new practices from related agencies addressing the same concerns.*
- 5. Consideration of both the quantifiable (e.g. number of languages spoken by service and sourcing team, accessibility of company offices, etc.) and non-quantifiable elements (e.g. safe and welcoming environment, identifying barriers to full participation in the company culture) of a truly diverse and inclusive organization.*
- 6. Recognition and promotion of the value of diverse perspectives when planning and carrying out projects, and willingness to challenge habitual ways of doing things when they cut us off from leveraging the full potential of a diverse workforce.*
- 7. Ensuring that we have the public face and communication tools to welcome and engage with the full range of candidates.*
- 8. Creation and maintenance of a safe, respectful workplace, with access to opportunities and advancement granted on the basis of capability and performance alone.*