

Diversity Plan for AS Factorum Install Solutions SRL

Web address: www.asfactorum.com

Introduction

At AS Factorum Install Solutions SRL we believe that diversity, equity, and inclusion are essential to creating a thriving work environment, delivering exceptional results, and maintaining a competitive edge. We are committed to fostering a culture that embraces individuals' unique backgrounds, skills, and perspectives.

This Diversity Plan outlines our goals and actions for promoting diversity and ensuring equal opportunity across all areas of our business.

Objectives

The primary objectives of this plan are to:

- Promote diversity and inclusion at all levels of AS Factorum Install Solutions SRL Ensure fair treatment, equal opportunities, and non-discrimination within our workplace.
- Attract, hire, and retain diverse talent across all roles and functions.
- Foster an inclusive culture where all employees feel valued, heard, and empowered to contribute.

Scope

This Diversity Plan applies to all AS Factorum Install Solutions SRL employees, contractors, suppliers, and stakeholders.

Key Principles

AS Factorum Install Solutions SRL adheres to the following principles to drive diversity and inclusion:

- **Equal Opportunity:** Employment decisions are based on merit, skills, and qualifications, irrespective of race, gender, age, disability, religion, sexual orientation, or any other protected characteristic.
- **Inclusive Recruitment:** We are committed to recruiting diverse candidates by broadening our talent outreach and implementing unbiased hiring practices.
- **Workplace Culture:** We foster a respectful, inclusive, and discrimination-free work environment where everyone feels safe and valued.
- **Employee Development:** Providing equal access to training, career development opportunities, and mentorship programs to promote growth at all levels.

Actions

To support our commitment to diversity, AS Factorum Install Solutions SRL will:

- Implement training programs on diversity, equity, and inclusion for all employees.
- Review and update recruitment practices to attract diverse talent.
- Conduct regular audits to ensure fairness in compensation, promotions, and employee evaluations.
- Support employee resource groups and initiatives aimed at fostering inclusion.
- Monitor diversity-related data to measure progress and identify areas for improvement.

Accountability and Monitoring

The HR Team at AS Factorum Install Solutions SRL will oversee the implementation of this plan, ensuring compliance and continuous improvement. Progress will be assessed annually, and updates will be communicated to all employees.

Conclusion

AS Factorum Install Solutions SRL remains committed to creating an inclusive environment where diversity is celebrated, and equal opportunities are provided to all. By embracing diversity, we enrich our workplace, enhance our performance, and contribute positively to our community.

Contact Information

For more details on our environmental initiatives or to provide feedback, please visit our website at www.asfactorum.com or contact our team directly.

Management

AS Factorum Install Solutions SRL

Signature: _____