

Diversity & inclusion

Respect and fairness for all

Mitindos vision, for diversity and inclusion, builds on our Manifesto and our values. As leaders with a technical and business soul, we recognize that our diverse backgrounds and perspectives enrich our work and provide opportunities to better understand our clients and our communities.

We are entrepreneurs with the ability to speak our mind, to challenge the status quo with the objectives of delivering the best value on all our project assignments. Our diverse workforce allows us to unlock the complete potential of projects by delivering optimal solutions to our clients, toughest challenges.

Mitindos Diversity & inclusion Policy

At Mitindos, we are committed to creating a work environment that is inclusive and diverse where respect and fairness are critical to building a collaborative culture. We believe that a diverse and a fully inclusive work environment fosters a plurality of thoughts and perspectives that solves challenging problems and creates value for our clients, communities, and businesses.

Objectives

- We treat every person fairly, with dignity and respect, as each of us we would wish to be treated.
- We create an environment that attracts the best skills, in which we value the diverse perspectives, individual differences and recognise the contributions of all.
- We maintain fair and respectful conducts with our people.
- We recognise, reward and provide opportunities that reflect the ability, experience and aspiration of each employee.
- We strongly prohibit discrimination on the grounds of age, disability, gender identity, religion or beliefs, or employment status.

We commit to

Ensuring full and effective participation and equal opportunities for everyone.

Recruiting talented people from diverse backgrounds with differing beliefs and personal characteristics.

Investing in the training and development of our people and providing them with opportunities to reach their full potential.

Increasing our people awareness and understanding of equality, safety, diversity and inclusion, including its importance.

Providing equitable pay based on roles, responsibilities and performance.

Identifying and addressing timely all inappropriate behaviours or discriminations.

Measuring annually how we are performing; reporting regularly and acting to address any barriers.

Governance

Mitindos diversity and inclusion policy is set by the Board of Directors and it is implemented with no exception across all Mitindos operations and locations through procedures, rules and guidance. Mitindos diversity and inclusion Policy is reviewed and approved annually, or more frequently if appropriate.

The CEO is the overall diversity and inclusion responsible person ensuring he can delegate to Human Resources Directors to acts for Mitindos in ensuring that diversity and inclusion plans are developed and implemented to enable us to reach the objectives set out in this diversity and inclusion Policy fulfilling applicable legal, regulatory and other requirements in our various locations.

David Mutombo
Chairman