 KNOWLEDGE TRANSFER	Document Diversity Inclusion and Gender Policy	Effective Date 1st December 2020
	Function KT- Human Resources	Status Final

Diversity, Inclusion & Gender Policy

Related Policies

Policy Title
Code of Conduct
Bullying and harassment
Disciplinary
Whistleblowing

Policy Statement


As a global employer East West Seed Knowledge Transfer (KT) is committed to promoting equality, valuing diversity, creating an inclusive environment and combating unfair treatment. Equality of opportunity and freedom from discrimination is a fundamental human right and we will exercise leadership and commitment in promoting this right.

Diversity includes all the characteristics, experiences and cultural influences and Gender that make each of us unique individuals. Inclusion means that all are welcome at KT and will be treated with respect and dignity in line with the KT values, irrespective of their background

Our Commitment to our employees

KT's objectives for equal and appropriate treatment in employment include following commitment:

- ✓ Comply with legislation promoting diversity across different countries and cultures. Whilst legal and cultural frameworks may vary, our commitment to promote a diversity orientated culture remains.
- ✓ Employ a workforce that reflects the diversity of local contexts. We aim to have equal representation from women. Currently KT has 40% women as a part of it's workforce
- ✓ Ensure all representatives comply with its Code of Conduct and understand their individual responsibility to report any concerns through the whistleblowing or safeguarding channel available.

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- ✓ Provide fair access to learning and development opportunities, encourage and support staff in fulfilling their potential.
- ✓ Provide a safe and accessible working environment that values and respects the identity and culture of each individual and that is free from discrimination, harassment and victimization.
- ✓ Provide fair and transparent pay structures and reward systems.
- ✓ Promote opportunities for a healthy work life balance for all employees.

Our Commitment to the communities we work with

- ✓ Work with partner/ donor organisations to improve the quality of life farmers globally, and in doing so to provide an environment that is free from discrimination, harassment, violence and that shares and promotes human well-being.
- ✓ Value country-based identity, celebrating and respecting the variety of lifestyles, cultures and religions in a fair and sensitive way.
- ✓ Listen and respond to the views of farmers through appropriate feedback mechanisms and participation.
- ✓ Ensure that wherever practicable, media publications and information resources promote diversity and our material is accessible to all audiences.
- ✓ Hire women in fields as extension workers, hence promoting their livelihood. Also ensuring their safety whilst field activities.

EWS-KT reserves the right to change this policy from time to time, in line with the latest EWS Group related policies.