



Our people policies

Diversity, inclusion and non-discrimination

This policy ensures that diversity and inclusion are considered when planning the senior leadership succession, selecting, nominating candidates, operating the agency, and evaluating agency leadership — to make sure that our leadership stands for the markets and cultures in which we operate — as well as our employees. Diversity and difference fuel creativity by influencing it through one's background, experiences, and way of thinking. Our goal is to bring out everyone's creative potential that they need in their own specialism. We believe a workplace ought to be respectable and safe. We maintain a zero tolerance regarding any form of disrespectful language or behaviour, including sexual harassment or discrimination. We are dedicated to fostering an inclusive culture in the boardroom where directors feel that their opinions are valued and that they work in a setting free from prejudice, discrimination, and harassment of any kind. We're strive to create that same inclusive culture outside the boardroom and into the workspace of our employees. The agencies within Candid have senior leadership teams and staff teams that share the same kind of belief, considering the collective knowledge and expertise of the teams. The dedication for creating such a culture is something we can only reach when the entire platform is aiming for that culture.

Human Rights

The essential tenets of Candid and all the agencies include respect for human rights and adherence to applicable laws, which are of course also part of our business standards, in fact; the Universal Declaration of Human Rights is the fundament of our policy. We seek to prevent, identify, and if necessary, rectify negative consequences on those rights in our business activities. We also look for chances to promote and support human rights in a positive way. It is applicable to every Candid agency. To show that we are committed we operate a grievance mechanism to allow employees to report human rights concerns. With the HR department or with our external trustee. Furthermore, we evaluate every year and look back on the year we had and try to learn from it and if needed, make some adjustment to our way of work. At last, the agencies within Candid are also working/worked for human right or related organisations and sometimes even on a pro bono base.

Employees

Whether someone is employed permanently or temporarily, we of course respect their human rights. We promote and choose our employees based on their skills and qualifications while promoting diversity. We demand that all workers be treated equally and without regard for things like race, religion, national origin, colour, sexual orientation, gender identity or expression or age. We are always looking for a way to make the work environment as safe and enjoyable as possible for everyone. We respect the freedom of association and the right to collective bargaining exercised by our employees. Harassment and any type of forced, required, or child work will not be tolerated under any circumstance.

Suppliers

We expect our suppliers to uphold the human rights of their own workers and vendors and adhere to human rights principles that are similar to those of Candid. Sincere businesses won't engage in activities intended to mislead the public about human rights problems.



When necessary, we shall collaborate with our suppliers on human rights problems and adhere to their human rights policies.

Reporting malpractice

Naturally, we expect that everyone associated with our company will act respectfully and in accordance with our standards as described in this document. This includes all our staff members, board members, customers, suppliers, and other related parties. If this is not the case and an employee feels that they have received unfair treatment, they can first speak with their manager or HR if they feel comfortable enough with that. Employees of Candid and its agencies also have the option of contacting an external trustee when they believe their manager or HR isn't the best place for them to discuss their experience or register a complaint. The employee will then discuss with the external trustee what has happened and how the employee wishes to deal with the situation going forward.

Our responsibilities

Candid's Legal Counsel together with the HR managers of the agencies of Candid, oversee our attitude towards human rights. Each Candid agency is required to abide by this policy and put these criteria (at the very least) into practice. It is Candid's responsibility to make this policy known to all Candid agencies, to support and advise the companies executives and HR department of the agencies so that HR can inform our employees on human rights issues, and to incorporate human rights concerns into group-level policies and procedures when appropriate.

