

Diversity Policy

Why is diversity in the workplace important to employees?

As workforce demographics shift and global markets emerge, workplace diversity is becoming a business necessity instead of a banner that companies wave to show their commitment to embracing differences and change.

1. Mutual Respect

Workplace diversity fosters mutual respect among employees. Whether employees work in groups or teams comprised of co-workers with varied work styles, or colleagues who represent different cultures or generations. The variety of strengths and talents that diversity brings to the workplace gains respect for their colleagues' performance.

2. Conflict Resolution

Conflict inevitably occurs in the work environment. However, employees who acknowledge others' differences often also find similarities, particularly when there are common goals – production and quality. Respect for co-workers either reduces the likelihood of conflict or facilitates an easier road to conflict resolution. The ability to resolve workplace conflict minimises potential for employee complaints that would otherwise escalate to formal employment problems. Workplace diversity preserves the quality of employees' relationships with their co-workers and their supervisors.

3. Business Reputation

Diversity in the workplace is important for employees because it manifests itself in building a great reputation for the company, leading to increased profitability and opportunities for workers. Workplace diversity is important within the business as well as outside. Business reputations flourish when companies demonstrate their commitment to diversity through proactive outreach and recruiting efforts. An organisation known for its ethics, fair employment practices and appreciation for diverse talent is better able to attract a wider pool of qualified applicants. Other advantages include loyalty from customers who choose to do business only with companies whose business practices are socially responsible.

4. Increased Exposure

A diverse workplace offers more than exposure to employees from different cultures and backgrounds. Employees learn from co-workers whose work styles vary and whose attitudes about work varies from their own. This is particularly true for employees within multigenerational work environments. Traditional-generation workers learn new technology and processes from workers who belong to the tech-savvy Millennial generation. Likewise, Generation X employees learn from exposure to the assertive, go-getter work ethic typical of many Baby Boomers.

Diversity

At Nauhria, we want everyone to feel like they belong and can be themselves. An inclusive culture allows us to build a better future for our people, our partners, the communities we work in and our customers.

Diversity is the existence of many unique individuals in society and in the workplace.

Inclusion is an environment where everyone is respected for their different viewpoints and backgrounds.

Belonging means feeling accepted, appreciated and part of the team. It is a human need and increases motivation, health and happiness.

At Nauhria, we have five core beliefs about Diversity & Inclusion

- Diversity and inclusion is good for our business and the right thing to do
- All diversities must matter if we are to be truly inclusive: gender, culture, race, skills, age, LGBT+ and disability
- Leaders have a positive intent, they must be aware of unconscious bias
- Individuals own their career - role models, allies, mentors, leaders that can inspire and support
- Appointments are always based on merit, with equal pay and without discrimination