

Objectives of the European Diversity Charter Hungary

The European Diversity Charter is an initiative launched in 2004 that sets out and promotes the European Union's workplace anti-discrimination and equal opportunity directives among employers. At present, the Diversity Charter initiative is active in 27 European countries.

Its aim is to raise awareness, engage and support organizational leaders in implementing diversity within their organizations, while also serving as an inspiration for the development and rethinking of human resource management. Membership of the European Diversity Charter provides an opportunity to learn about and share best practices across countries, as well as to participate in the European Union Diversity Month.

The Charter may be signed by organizations of all types and sizes that are committed to respecting equal treatment, fostering a diverse organizational culture, and undertaking continuous development to achieve the goals of the Charter.

Diversity greatly contributes to the success of businesses and all other organizations, enhances innovation and creativity, helps attract new clients and business or other partners, supports rapid adaptation to change, and ensures compliance with the Fundamental Law and legal requirements on non-discrimination.

The signatories of the Charter commit themselves to the followings:

- 1.Our primary goal is to ensure that the diversity of Hungarian society is reflected in the composition of our workforce.
- 2.Our organization is built on the values of mutual respect and equal treatment, which is why we treat diversity and the acceptance of differences as a priority program.
- 3.In our employee relations, partnerships with clients, and our business environment, we strive to foster a long-term sustainable culture in line with the values expressed in the EU Charter.
- 4.We place great emphasis on maintaining equal opportunities in the governance of our organization and ensure that this is reflected in our strategy and implemented across all aspects of our human resource processes.
- 5.We create equal opportunities and guarantee non-discrimination so that our employees are subject to values and policies that are universally accepted and applied consistently. We pursue a human resources policy based on the principle of equal treatment, which avoids discrimination on the basis of gender, race, skin color, age, disability, sexual orientation, religion, or political opinion.
- 6.We inform our employees about their rights and obligations related to the implementation of equal treatment and provide them with opportunities to achieve work-life balance and personal development.
- 7.We are committed to preserving diversity within our organization; we undertake to integrate our equal opportunity and diversity goals into our business strategy and to monitor their implementation.
- 8.In order to raise awareness in society, we inform our employees, clients, and the public about our adherence to the EU Diversity Charter and share our best practices.

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