

Introduction

We strive to be inclusive and give everyone a sense of belonging to Sparck Technologies. We are working towards this ambition with the following goals in mind:

- Fair opportunities for all employees
- Equality and fair treatment for all employees
- Everyone is accepted and respected for who they are

Summary

The above objective is also reflected in our hiring and onboarding policy.

We ensure fair opportunities for everyone and therefore ensure that all new opportunities within the organization are also shared internally. Therefore, everyone has the opportunity to respond to the vacancy.

We ensure fairness and equality in our recruitment processes because everyone is welcome and we take cultural differences into account.

We do this by paying extra attention to biculturality. We make our entire organization aware of the need for this. We do this for example, by helping executives provide tailored guidance to everyone, and supporting recruiters in more inclusive hiring.

Age does not matter to us, we believe it is important to have both youthful vigor and years of experience working together. We believe this creates a good dynamic and valuable insights.

Talent has no limitations, we believe everyone has a talent and we want everyone to excel in his or her talent. We make sure that during the recruitment process we look beyond a person's background. Their ambition and talents are just as important.

Finally, we make sure our job postings promote inclusivity. Our texts should not discourage anyone from responding to a job posting and joining Sparck Technologies.