
Equity, Diversity and Inclusion (EDI)

Preboarding – Short intro

Equity, Diversity and Inclusion

NIRAS Group Policies

EDI Policy

At NIRAS we have a sense of belonging.

For us it is obvious that all people have the same value and have the same right to enjoy equal opportunities to reach their full potential.

We believe that diverse employees bring with them different experiences that broaden our perspectives.

This is reflected in our global company policies, our company culture and the way we conduct our daily business.

Bullying and sexual harassment

At NIRAS we have clear policies and specific guidelines for employees to feel safe and valued.

We will not tolerate bullying, nor sexual harassment and we encourage all managers and employees through transparency to actively participate in preventing and avoiding such behaviour.



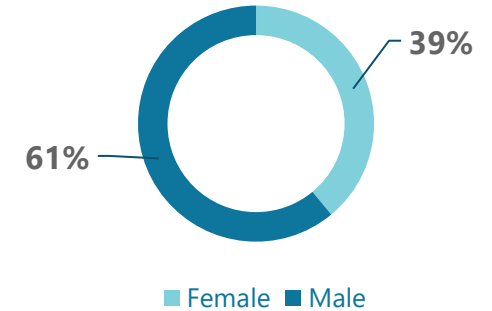
Equity, Diversity and Inclusion

How we work with EDI

- We strive to create an inclusive workplace and a culture that offers equal opportunities and supports diversity.
- We continue to be aware and hold ourselves committed to a high standard through continuous work and focus.
- The group policy will support and guide the direction for the work on group level and locally in each country.
- We revise, develop and implement policies and processes.
- We monitor EDI data and gender balance KPI's.



All employees, gender balance



Age distribution 2023, NIRAS Group

