

DIVERSITY AND INCLUSIVITY STATEMENT

At Braventure, we envision a future where diversity and inclusivity are integral to every thriving community. As a non-profit organization committed to supporting entrepreneurship and innovation, we strive to make these principles a core part of our identity. Our goal is to create an environment that embodies and champions diversity and inclusivity in everything we do.

COMMITMENT

Braventure is dedicated to ensuring that everyone connected to our organization—be it team members, entrepreneurs, mentors, partners, or stakeholders—feels valued, respected, and empowered. We are committed to recognizing and celebrating the diversity of our community, and we actively work to create an inclusive atmosphere where all individuals, regardless of their backgrounds, are supported in achieving their full potential. Our commitment is not just a declaration; it is reflected in our policies, daily practices, and the initiatives we undertake.

DIVERSITY AND INCLUSIVITY

For Braventure, diversity means embracing and acknowledging a variety of perspectives, including gender, age, ethnicity, race, cultural background, sexual orientation, religion, socio-economic status, physical and cognitive abilities, education, and nationality. Inclusivity, on the other hand, involves creating an environment where everyone is encouraged to contribute and thrive. We celebrate these differences and strive to provide equitable opportunities to all our stakeholders, fostering a culture where diverse ideas and experiences are not just welcomed but drive our collective success.

ACTION AND ACCOUNTABILITY

We recognize that our commitment must be backed by tangible actions. Braventure regularly reviews its policies, practices, and initiatives to ensure they align with our values of diversity and inclusivity. We prioritize transparency and accountability, encouraging open dialogue and feedback from all our stakeholders to facilitate ongoing improvement. This approach ensures that we remain aligned with our mission and responsive to the evolving needs of our community.

1. DIVERSITY IN HIRING POLICY

Action Item: Braventure strives to assemble the most diverse team possible, actively pursuing gender equity and other forms of diversity. Explanation:

- Diversity includes not only gender, but also ethnicity, age, cultural background, sexual orientation, skills and experience.
- We use inclusive language in our job postings and proactively recruit across networks and channels to reach a wide range of candidates.

2. REPRESENTATION IN COMMUNICATIONS AND MEDIA

Action Item: Braventure commits to making diversity visible in our external communications, such as on the website, in marketing materials and at events. Explanation:

- The website and other online communication channels use photo and visual material in which gender diversity is clearly visible.
- We strive that at events and panels, Braventure's speakers and representatives reflect our diversity goals.

3. MONITORING AND EVALUATION

Action Item: An annual evaluation of diversity within the team and the effectiveness of our actions on gender equality and inclusion will be conducted. Explanation:

- We monitor the composition of the team and analyze whether progress is being made in the area of diversity.
- We set new actions or goals, if necessary, based on this evaluation to continue to deliver on our commitment to inclusiveness.