



CARTA PORTUGUESA PARA A DIVERSIDADE

The Portuguese Diversity Charter has diversity as its principle, understood as the acknowledgement, respect and appreciation of the difference(s) between people, including particularly the differences related to gender identity, sexual orientation, ethnicity, religion, faith and beliefs, country of origin, culture, language, nationality, birthplace, ancestry, age, political, ideological or social orientation, marital status, family structure economic situation, health, disability, personal style and training.

Recognizing diversity in an organization enables innovation. It can have a positive impact in attracting, retaining, and promoting diverse sets of skills and it represents an added value by making the Organization itself a mirror of the society in which it operates.

Valuing the characteristics, skills and talents of each person promotes equal treatment and opportunities, fights prejudice and discrimination, and fosters a culture of inclusion based on respect for individual human beings.

A culture of Diversity contributes towards personal and professional development, efficiency and competitiveness of an organization, as well as towards the improvement of social and economic standards.

The signatory organizations of this Charter commit to diversity as an ethical imperative, as a basic principle guiding all its activities, both internally and externally, as part of its core values and its institutional identity.

The signatory organizations are committed to:

- Endorse an enabling environment for the understanding, respect and promotion of diversity at all levels of the organization, from top management to each and every other hierarchical level;
- Develop an organizational culture based on mutual respect, recognition and appreciation of individual differences and talents;
- Promote management practices that support the principles of diversity and inclusion, with a special focus on equal treatment and opportunities in recruitment and selection processes, training and professional development, appraisal, career development and remuneration;
- Promote diversity as a source of learning and development in addition to economic growth, but also as a means to reach a higher more satisfying existence at an intellectual, emotional, moral and spiritual level;
- Encourage the creation of work teams based on the principles and values of the Charter, highlighting the distinctive features and the merit of each individual;
- Promote and respect diversity through methodologies, management tools and general conditions, including working hours to encourage staff development, according to their needs and distinct characteristics;
- Ensure that the Charter and the activities related to it are clearly communicated to employees, customers, suppliers, partners and society in general, in order to strengthen involvement and commitment to its principles;
- Promote opportunities for reflection, learning and development of Diversity - promoting practices, both internally and externally, sharing experiences among the various signatory organizations or at times of contact with the wider public;
- Analyze, evaluate and share the activities developed and the results achieved within the framework of this Charter, promoting their dissemination and contributing to its strengthening at national and international level.