

Gender Equality, Diversity and Inclusion

Gender equality, diversity and inclusion are crucial to Advisense's long-term success and growth. Being a diverse and inclusive workplace provides value for everyone, for our talents as well as customers and partners, and is a foundation for continued innovation that characterizes Advisense's DNA.

Why does this matter?

Advisense's vision is to create a sustainable world for people, business and society through sound and resilient organizations ready to embrace the future. Advisense's target is to become a leading European GRC Company and to be the best workplace for GRC experts.

Advisense wants to lead by example. We embrace the principles of gender equality, diversity and inclusion when reaching into the future. To succeed, we must recognize biases, and social issues as well as manage prejudices that affect not only Advisense but our industry and our society as a whole. Our commitment must be accompanied by meaningful action, and we will strive for transparency and openness in becoming more aware of the diversity within our organization, as well as being an inclusive employer. Our core values are our starting point and guiding elements.

By honoring our core values and embracing our differences we enable Advisense to fully explore our potential to create sustainable solutions that generate value, both today and in the future. In this way, we strive for the success of our customers and thus contribute to more sound and resilient organisations and a healthier society.

Our Policy

Gender Equality

We should all have the same rights, obligations, and opportunities in all areas of life. Equal treatment regarding compensation and opportunity for development and promotion is paramount. Advisense works actively to promote and improve gender equality including attitudes, norms, values and ideals that affect our employees at Advisense.

Diversity

Diversity is everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity.



Embracing diversity is a prerequisite for Advisense. With a diverse organization Advisense creates a wider reach of network and increase the ability of gathering competencies regardless of education, ethnicity, sexual orientations, gender, gender identity or expression, age or ability.

We continuously strive to comply and succeed with unbiased processes for promotions, career development, compensation and recruitment

Inclusion

We strongly believe that each and every one of us has an important role to play in shaping an inclusive culture. By being an inclusive organization, we enable everyone to contribute to their fullest potential, and thus moving Advisense towards our vision.

We trust and respect each other, allow and appreciate differences, share our knowledge and experience with others, take new approaches, and are open to different perspectives-are committed, participative and collaborative.

To adhere to our policy, we evaluate and update our goals each year in key areas, such as promotion, recruitment, salaries and terms of employment, parental leave, branding, leadership, information and training.