

Inclusivity & Diversity Policy

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hvl360°

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Inclusivity and Diversity

Foreword

At the core of hvl360°, curiosity, creativity, and the quest for excellence mingle, forming a vibrant tapestry of innovation. We do not only navigate complexities but also redefine them with insightful, grounded solutions. hvl360° symbolizes the harmonious blend of analytical depth with creative exploration, committed to transforming healthcare experiences. Our essence? A place where every challenge is met with innovative ideas, guiding us towards a brighter, healthier future.

Central to our mission is a deep-seated commitment to inclusivity and diversity, recognizing that our strength lies in the multitude of perspectives within our team. At hvl360°, inclusivity and diversity are the cornerstones of our creative and analytical endeavors, ensuring every voice is not only heard but valued. By embracing varied experiences and viewpoints, we craft solutions that truly resonate with the diverse communities we aim to serve, steering us towards a more inclusive and healthier future for all.

François Hallema

Inclusivity and Diversity

Empowering Diversity

In the agile and dynamic ecosystem of hvl360°, a boutique consultancy firm with a laser focus on healthcare innovation, inclusivity and diversity are not merely policies but the core of our ethos. Reflecting insights from hvl360°'s own presentation and commitments, we've refined our Inclusivity and Diversity Policy to mirror our agile, pragmatic culture and our dedication to creating impactful, value-driven solutions for our clients, healthcare providers, and patients alike.

Our Approach to Inclusivity and Diversity:

- **Core Philosophy:**

hvl360° thrives on the diversity of its team, recognizing that our collective range of skills, experiences, backgrounds, and perspectives fuels our creativity and success. We're a blend of cultures, ideas, and professional insights, uniquely equipped to address the complexities of the healthcare sector and deliver superior solutions.

- **Zero Tolerance for Prejudice:**

Discrimination has no place within hvl360° or the wider community. We are deeply committed to fostering an inclusive environment where respect, safety, and support are paramount, ensuring every team member feels valued and secure.

- **Cultivating an Inclusive Culture:**

Embracing our differences is fundamental to our operations. We are dedicated to fostering an equitable and fair workplace where every individual has the opportunity to excel. Our efforts are consistently focused on ensuring hvl360° reflects the diverse communities we engage with, improving our ability to attract and retain exceptional talent.

- **Empowerment Through Employee Networks:**

Our culture of inclusivity is powered by employee-led networks and support groups. These platforms facilitate a sense of community, encouraging the exchange of experiences and ideas, and fostering advocacy on important issues. They significantly contribute to our internal culture and extend our commitment to inclusivity to the broader society.

- **Innovative People Policies:**

Supporting our team through various life stages and challenges is paramount. hvl360° offers progressive policies covering parental leave, bereavement, and health-related support, tailored to meet the unique needs of our employees. Our comprehensive approach underlines our commitment to the well-being and growth of our team.

- **Transparent Pay Practices:**

Equity and transparency guide our pay structures, ensuring fairness across all levels of the organization. hvl360° proactively addresses and rectifies any disparities, reinforcing our commitment to equality.

- **Leadership in Industry Inclusivity:**

hvl360°'s active engagement in inclusivity and diversity initiatives distinguishes us as leaders in the healthcare consultancy space. Our efforts enrich not only our workplace but also contribute to the advancement of societal inclusivity and diversity.

- **hvl360°'s Inclusion & Diversity Initiatives:**

Central to our mission is leveraging diversity to promote equality within the healthcare sector. Through targeted research, client support, and dissemination of inclusive practices, hvl360° is at the forefront of fostering an equitable healthcare landscape.

This policy encapsulates the essence of hvl360°'s agile and pragmatic culture, reinforcing our commitment to a workplace that thrives on diversity and inclusivity. It reflects our dedication to our team, our clients, and the global community.

Document history

Revision Record

Version	Reason for revision	Date	Author
1	Formulation of IDI policy	16.08.23	François Hallema

Principal Changes from last revision

Section	Change
N.A.	N.A.