KITE//KRAFT

Diversity Plan

Code of Conduct

Preamble

Unfortunately, systematic discrimination of People of Color (PoC) in today's society is still vast and obvious. Kitekraft condemns any actions or structures which fuel the hate towards any ethnicity and clearly positions itself along the lines of the *Declaration on Race and Racial Prejudice* by the United Nations[1]. Kitekraft seeks to prevent and counteract any discrimination with a self-set Anti-Racism Plan as follows.

Strategies and Actions

The following strategies and actions have been adopted to ensure that Kitekraft meets all its set anti-racism and diversity equality goals. These strategies and actions are not exhaustive and Kitekraft's leadership will review and adapt them in view of the company's progress.

1. Diversified Recruitment

We believe that a work environment can only reach its full potential with a high rate of diversity: Different backgrounds, different cultures, different lives - all these bring different mindsets, different views on problems, and different solution finding strategies. Kitekraft aims to implement this believe the recruitment strategy, where we encourage people of all backgrounds to come work with us.

2. Racial Bias and Awareness Training

We will provide mandatory frequent racial bias and awareness training to all employees. Discrimination is commonly overlooked because people are simply not aware enough to point out systemic inequalities or personal aggression. By doing so we hope to teach employees to discern problematic situations and be able to react in adequate measures.

3. Prevention of Racism and Discrimination

Everyone at Kitekraft, especially our management team is responsible for ensuring a safe environment at Kitekraft. Safety is one of the core values of our company and we see it as an unnegotiable necessity to provide a safe workspace free from racism and racial discrimination. We will set an example by strictly calling out any form of discrimination and racism. By doing so we hope to establish a work environment which is very sensitive towards these problems and prevents hatred in whatever form early on. Anti-racism is incorporated into our values, our training, and our actions. We aim to remind ourselves and every employee that anti-racism is part of our daily work and efforts.

[1] https://www.un.org/en/genocideprevention/documents/atrocity-crimes/Doc.11_declaration%20on%20race%20and%20racial%20prejudice.pdf

4. Safe Spaces

Arising or existing problems can only be discovered and tackled if they are communicated and thematized. This can be difficult for affected people, because of a missing feeling of safety. We encourage people to form awareness groups, which can make it easier to speak out, discuss concerns, and form solutions which can be used to create a more aware and inclusive work environment for all.

5. Data Collection around Anti-Racism

We will continuously be collecting data around the state and share of the various ethnicities in Kitekraft, as well as all other actions and updates related to diversity and inclusion. This data will be published in our *Diversity and Inclusion Report*. This document will be published on our corporate website to provide transparency and updates on Kitekraft's anti-racism policies.

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