



## FIZnews

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## Diversity Charter signed

### A sign for a culture of diversity and appreciation within our institute

The Diversity Charter is an initiative to promote diversity in companies and institutions under the patronage of Federal Chancellor Olaf Scholz. Diversity management is a cross-cutting issue. The idea behind it: In organisations with a culture of diversity, employees will contribute their potential in the best possible way. Such a corporate culture also promotes the diversity of ideas or products that the organisation stands for.

FIZ Karlsruhe has signed the Diversity Charter in order to send a clear signal for diversity and tolerance and an appreciative and unprejudiced working environment. Equal opportunities and diversity are anchored as basic values in the [Mission Statement of FIZ Karlsruhe](#) and strived for in everyday work.

- We live a corporate culture of diversity and respect and value people in their diversity.
- We strictly reject any form of discrimination in our language and actions.

We respect and value our employees regardless of their age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background.

"Our working environment is constantly changing," says Nadine Lambert, Head of Human Resources. "Our commitment to diversity enables us to adapt to social and economic changes such as globalisation, demographic



change and declining employment figures. Diversity is already a reality at our institute: almost 20% of our employees are non-German citizens. By signing the Diversity Charter, we are clearly positioning ourselves towards our employees, customers and business partners."

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