

DIVERSITY & INCLUSION



We want everyone to thrive.

There's no workplace in the world where a person should be excluded from any opportunity, based on any characteristic. Or outside work, for that matter.

Thryve actively promotes and seeks to educate our team, suppliers and partners to improve their knowledge around diversity and inclusion.

Here are just a few ways we show our commitment to drive a diverse and inclusive journey for our team, our partners, and our talent - across Germany and the World:

A diverse team. We're proud to work with people from all walks of life. You can achieve whatever you want at Thryve - no matter your age, race, sexual orientation, religion, beliefs, education, or background. We champion your **individuality** - it makes you, you.

Leaders from all walks of life. Our business is run by women and men with diverse backgrounds - there's no glass ceiling here at Thryve.

Respect and tolerance for all. Harassment and discrimination of any kind is not tolerated, and never welcome at Thryve.

Our charitable contributions tend to focus on helping those from excluded or less fortunate backgrounds. Some examples of this include; supporting children and schools in Brixton with refurbished PCs, our partnership with Action for Stammering Children and other causes close to our heart. We want to commit to donating at least 1% of our profit to charities, focusing mainly on **improving the opportunities for those who are underprivileged or excluded from opportunity.**

Inclusive approach to hiring. We actively seek to remove gender, race, nationality, and all discriminatory bias from our sourcing process. Our job adverts and active sourcing are kept free of bias, and we're working on the unconscious stuff too. We never partner with clients who (even sometimes unknowingly) ask us to discriminate on their behalf, and we educate clients on how to improve inclusion and diversity in their organisation.

We actively champion further engagement in the tech world from under-represented backgrounds. **More needs to be done**, and we want to do more to highlight this.

Values come first. We hire based on our great values. This is not a tick-box exercise, it's what we live and breathe daily, and what makes us a great place to work and partner with. **Our big rule is we don't hire d*ckheads.**