

Group Diversity and Inclusion Policy

Revised 2022

At Conaxess Trade, we believe that a diverse workplace leads to a better and more successful workplace. We recognise that everyone is unique, and we celebrate that uniqueness. As an employer, we therefore have to offer an inclusive and diverse workplace that allows everyone to be exactly who they are. That is not an easy task, but it is one we take extremely seriously.

We recognise that this is an evolving journey, we continuously analyse and develop our diversity and inclusion policy in an employee-led scheme where suggestions and feedback are welcomed.

Diversity and Inclusion at Conaxess Trade

The Conaxess Trade Group has offices in six different countries and encompasses a wide variety of people. Across the group we aim to build a workplace that recognises and welcomes everyone, and to provide them with an environment that brings them success.

Recruitment Process

Our recruitment process is an important part of our diversity and inclusion policy. It is here our employees are first met with what it means to work for Conaxess Trade. Conaxess Trade is an equal rights employer, and we welcome applications and applicants from all walks of life. We recruit new colleagues based solely on their motivation and experience. We do not discriminate against applicants and will always try to accommodate everyone's needs throughout the recruitment process.

Conaxess Trade also provides opportunities for apprentices and students, as well as part-time work opportunities when possible and applicable.

Life at Conaxess Trade

Our employees are our biggest asset, and we firmly believe that an inclusive and diverse workplace leads to innovative ideas, higher productivity, and work satisfaction. Our business is built on a flat corporate structure, where employees play an important role in building the business and paving the way for the future. This is also why we have chosen that all our ESG policies are employee-led, as our employees are the driving force behind the success of Conaxess Trade.

We encourage employee initiatives, employee development and employee activities, amongst many other things. All employees have a direct line of communication with management, and we promote a culture of openness.

Conaxess Trade recognises the different life cycles of its employees and will always aim to accommodate those cycles. Whether that be through internships, sabbaticals, parental leave or the flexibility to work from home to name a few.

Conaxess Trade also supports its employees mental and physical health and will accommodate an employee's mental and physical needs.



We have zero tolerance for any kind of bullying, discrimination, or harassment. As a company we will always encourage our employees to speak up or speak to management if they ever experience someone crossing their boundaries or observe it happening to one of their colleagues.

Evaluating Diversity and Inclusion

At Conaxess Trade, we always want to build on our workplace and make it even better for our employees. We are committed to creating an inclusive culture where all employees feel they belong and have equal opportunities to realise their potential.

Diversity and Inclusion is not static and at Conaxess Trade we continuously assess our policies and work environments and are always open to changes.

Two of Conaxess Trade's values are transparency and ownership. Conaxess Trade will be transparent about our diversity and inclusion policy, about what changes are possible in the long and short term as well as our shortcomings and successes. Conaxess Trade employees are taking ownership of the diversity and inclusion policy and management will take on board any suggestions for improvements or change that can either have an impact across the Conaxess Trade group or locally in the national offices.

Conaxess Trade and everyone working there will continually strive to better diversity and inclusion and assess its policies.

