

Opening statement:

We are diverse by nature, and inclusive by choice. We empower our colleagues to bring their authentic, whole selves to work every day. Our commitment to these values is unwavering – across our organization. We're successful when we're equal.

We are VFS.

Policy:

With over 30 different nations and 30+ diversities, VFS is rich in representation locally and globally. We offer a culture of belonging as we evaluate at key milestones that all employees are receiving the same opportunities, support, and celebration.

We embrace and encourage our employees' differences in age (actual or perceived), ancestry, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

At VFS we are committed to providing our students, staff, and faculty with an environment dedicated to excellence, equity, and mutual respect; one that is free of discrimination; and one in which the ability to freely work, live, examine, question, teach, learn, comment, and criticize is protected.

VFS diversity initiatives strive to foster:

- Respectful communication and cooperation between all employed persons of VFS.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of VFS have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also offered the opportunity to attend and complete annual diversity awareness training to enhance their knowledge, personally and professionally.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action, up to and including termination.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.