

Gender and Orientation Diversity Plan

1. Commitment

K AND K is a young and growing startup committed to an organisational culture grounded in equality, dignity, and respect for all individuals, regardless of gender, gender identity, gender expression, or sexual orientation. We fully adhere to the non-discrimination principles of the EU Charter of Fundamental Rights and the European Code of Conduct for Research Integrity.

2. Objectives

We aim to ensure equal access to employment, leadership, training, and professional development; promote an inclusive culture where diverse identities are valued; prevent discrimination or harassment of any kind; and support the participation of underrepresented groups in decision-making across the organisation.

3. Measures and Actions

Our recruitment practices use gender-neutral language, apply strict non-discrimination in hiring, pay, and promotion, and seek diverse shortlists where feasible. In the workplace, we maintain a safe, respectful environment with zero tolerance for harassment, support work-life balance through flexible arrangements when possible, and provide confidential reporting channels. We conduct annual training on diversity, inclusion, and unconscious bias and share internal guidance on inclusive practices within R&D and operations. For monitoring purposes, we only collect anonymised, voluntary diversity data and do not store sensitive personal information.

4. Monitoring and Accountability

We review diversity indicators annually, assign a team member to oversee implementation and progress, and ensure all reporting processes are confidential and free from retaliation.

5. Company-Wide Application

This plan applies to all K AND K activities—recruitment, R&D, engineering, management, partnerships, and customer interaction. All employees, contractors, collaborators, and suppliers are expected to follow these non-discrimination standards, and we ensure inclusive practices remain consistent across all current and future operations.

6. Continuous Improvement

As a growing startup, K AND K will periodically update this plan to reflect team feedback and align with evolving EU best practices on gender equality and LGBTIQ+ inclusion.

Contributors:

Elif Gönülalan

Can Ufuk Ertenli