



## DIVERSITY POLICY

Panama Wildlife Conservation (PWC) values diversity as a key driver of innovation, effectiveness, and impact in our conservation efforts. We believe that a workforce that reflects a broad range of backgrounds, perspectives, and experiences strengthens our mission and enriches our work with communities and ecosystems across Panama.

### **Our Commitment:**

We are committed to ensuring that all employment decisions are made on the basis of merit, competence, and performance, regardless of gender, age, ethnicity, nationality, religion, cultural identity, disability, sexual orientation, or socio-economic background. We actively promote equality, dignity, and respect for all.

### **Our Objectives:**

To foster an inclusive and equitable working environment, PWC will:

1. Recruit, retain, and promote individuals based on ability, qualifications, and merit.
2. Create a workplace culture that values diversity and actively encourages inclusive behaviour.
3. Celebrate the unique contributions each individual brings to our team.
4. Support the professional growth of all members by providing equal opportunities for development.
5. Design recruitment and selection practices that reduce bias and ensure access to all.
6. Actively prevent and respond to any forms of discrimination, harassment, or bullying.
7. Recognise and accommodate employees' domestic and caregiving responsibilities where possible.

### **Accountability:**

The Board of Trustees holds overall responsibility for implementing and upholding this policy. All team members share the responsibility to promote a culture of inclusion and respect.

Diversity strengthens conservation. At PWC, it is both our responsibility and our strength.

[Approved by PWC's Board of Trustees]

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#### **Panama Wildlife Conservation Charity**

Registered charity in England and Wales (1165769) | Panama Legal Status No. 347-PJ-347

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