

Shanghai Koyo -Anp Import & Export Co., Ltd

Gender Parity Statement

At Shanghai Koyo -Anp Import & Export Co., Ltd, we are committed to promoting gender equality and ensuring the active participation of women in all aspects of our business operations. As part of our commitment, we have outlined the following measures to ensure the inclusion of women:

Inclusive Hiring Practices: We will prioritize gender diversity in our recruitment processes to ensure a balanced representation of women in all project roles, from management to technical and support staff.

Equal Opportunities for Advancement: We will provide equal opportunities for career advancement and professional development to all employees, regardless of gender. This includes offering mentorship programs and leadership training specifically aimed at empowering women within our organization.

Workplace Flexibility: We will implement and support flexible working arrangements to accommodate the diverse needs of our female employees, thereby enabling them to balance work and personal responsibilities effectively.

Supportive Work Environment: We will foster a supportive and inclusive work environment where all employees feel valued and respected. This includes enforcing policies against discrimination and harassment and promoting a culture of respect and collaboration.

By adhering to these principles, Shanghai Koyo -Anp Import & Export Co., Ltd aims to create a more diverse, inclusive, and innovative workforce that benefits our company, our clients, and the communities we serve.

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