

Diversity | Equity | Inclusion

"We value the power of communities and believe in equal opportunities for all. For us, everybody is a person with a story, not a number, an individual talent. The reason that we get out of bed every morning at Talent Sourcing Partner is our promise: **sincere interest and attention**.

Diversity, Equity and Inclusion is a significant topic within our brands because we believe that everyone needs a fair chance to enter the labor market. Especially with our brands Studentflex and Compliance Talent we can put flesh on the bones, as these brands help students to discover the labor market in a low-key way: as a temporary worker. We believe in the potential of temporary workers as future leaders and with this way of working we create the positive side effect that our clients get a **sustainable diverse talent pipeline**. A mix of people within a company brings innovation, growth and especially enjoyment!

Our goal is to change the way people think about hiring. Creating innovative and enjoyable environments. Our vision is to be a **sounding board** for all our stakeholders, and for the coming years, create a community that is a reflection of the student population in the Netherlands."

Maurits ter Poorten

Co-Founder & Commercial Manager Talent Sourcing Partner

To ground the strategy of Talent Sourcing Partner, two different sources are used: CBS and Onderwijsdata. These sources were chosen because they are objective and in line with privacy laws and regulations.

Our key indicators of diversity

Talent Sourcing Partner wants to achieve a more representative reflection of the Dutch student population. The sources of CBS and Onderwijsdata best illustrate this population and categories are chosen accordingly. The choice of key diversity indicators is based on the extent of influence on the opportunities student have in the labor market. Monitoring these indicators makes it possible to contribute to increased equal opportunities for all students.



Ethnic-cultural background

Cultural diversity refers to the extent in which different ethnic-cultural groups are represented in the workforce. A person with a migration background is a person of whom at least one parent was born abroad. A distinction is made between people with a Western migration background (WM background) and people with a non-Western migration background (NWM background).



Gender

Gender is an important factor because Talent Sourcing Partner wants to prepare all for the future.



Residential status

Residential status refers to the distinction between living independently or living with your parents. Living with your parents decreases your social network and therefore your opportunities.



Educational level of students

This concerns variation in HBO and WO studies. A factor that goes more into detail concerns students who have completed MBO and are now doing HBO studies.



First generation students

This factor concerns the educational background of parents. In particular whether one parent is highly educated (HBO or WO). This has a major influence on how a student is given opportunities and is motivated in education.