

At EMMA International, we are committed to fostering a diverse, equitable, and inclusive environment where every team member, partner, and client feels valued, respected, and empowered. Our commitment to DEI is fundamental to our mission and the work we do in the regulatory compliance and quality assurance sectors. We believe that embracing diversity, promoting equity, and ensuring inclusion are essential to achieving excellence and driving innovation.

DEI Policy

1. Diversity

We value and celebrate the diverse backgrounds, perspectives, and experiences that our team members, clients, and partners bring to EMMA International. We are dedicated to:

- Actively seeking diverse talent at all levels of the organization.
- Promoting a culture that respects and appreciates differences in age, gender, race, ethnicity, nationality, disability, sexual orientation, socioeconomic background, education, and religion.
- Encouraging diverse perspectives in decision-making processes to enhance creativity and innovation.

2. Equity

We are committed to ensuring fairness and equity in our policies, practices, and opportunities. We strive to:

- Identify and eliminate barriers that may prevent full participation and advancement.
- Implement equitable hiring, promotion, and compensation practices.
- Provide equitable access to professional development, training, and mentorship programs.
- Regularly review and assess our policies and practices to ensure they promote equity.

3. Inclusion

We aim to create an inclusive environment where everyone feels a sense of belonging and can thrive. To achieve this, we will:

- Foster an inclusive workplace culture where all employees feel valued, heard, and respected.
- Encourage open dialogue and active listening to understand and address the needs and concerns of our team members.

- Support Employee Resource Groups (ERGs) and other initiatives that promote inclusion and community building.
- Ensure that our communication, both internal and external, reflects our commitment to inclusion.

4. Accountability

We recognize that achieving our DEI goals requires ongoing commitment and accountability. We will:

- Set measurable DEI goals and regularly track our progress.
- Conduct regular training and education programs on DEI topics for all employees.
- Establish a DEI committee responsible for guiding and overseeing our DEI initiatives. This committee will be comprised of the CEO, COO, and Director of Technical Operations.
- Solicit feedback from employees, clients, and partners to continuously improve our DEI efforts.

5. Community Engagement

We believe in extending our commitment to DEI beyond our organization and into the communities we serve. We will:

- Partner with organizations and initiatives that promote diversity, equity, and inclusion in our industry and communities.
- Participate in and support community events and programs that align with our DEI values.
- Advocate for policies and practices that advance DEI in the regulatory compliance and quality assurance sectors.

Our commitment to diversity, equity, and inclusion is integral to who we are and how we operate at EMMA International. We are dedicated to creating a workplace where everyone can contribute their best work and reach their fullest potential. Together, we will build a more diverse, equitable, and inclusive future for our organization and the communities we serve.

Carmine Jabri

Carmine Jabri (Aug 7, 2024 09:42 EDT)

Carmine Jabri
Chief Executive Officer

Kira Jabri

Kira Jabri (Aug 7, 2024 11:03 EDT)

Kira Jabri
Chief Operating Officer