

Equal Opportunity Statement

Kabouter is committed to equal opportunity and an inclusive meritocracy whose current practices and policies explicitly prohibit discrimination against, and harassment or retaliation of, all current, prospective, and former employees on the basis of certain protected characteristics in all terms and conditions of employment, including without limitation hiring, training, retention, promotion, demotion, compensation, benefits, assignments, leaves of absence, discipline, and termination. Employment opportunities at Kabouter are, and shall continue to be, open to all qualified applicants on the basis of their experience, aptitudes and abilities. Ongoing employment and advancement at Kabouter are based on an individual's achievement, performance, ability, dedication, professionalism, potential for promotion and Kabouter's needs.

Kabouter does not discriminate in any of its employment policies or practices based on race, color, sex, pregnancy, religion, national origin, age, disability, gender identity, sexual orientation, veteran status or on any other basis prohibited by applicable law. Further, the organization supports continuing education and training for all employees and encourages pursuit of advanced education and industry certification, as well as ongoing participation in relevant programs, events and conferences.

Kabouter is committed to working with and providing reasonable accommodation to employees and applicants with physical and mental disabilities. Kabouter is a drug-free workplace.

Kabouter seeks to provide a work environment in which all individuals are treated with respect and dignity, and that is free of harassment and retaliation based upon a person's status, e.g., sex, pregnancy, sexual orientation, race, religion, national origin, age or disability and additional categories protected by law. Such harassment, like other types of discrimination, not only violates Kabouter's policy, but can also violate applicable federal, state and local discrimination laws, rules and regulations, such as the Illinois Human Rights Act and Chicago Human Rights Ordinance. All employees are responsible for conducting themselves in accordance with the policy. Kabouter will not condone such harassment, whether engaged in by employees, or by outside third parties who do business with Kabouter.

Diversity is valued at Kabouter and broadly defined to include not only gender, race, and ethnicity, but also skillset and background. Kabouter's success is largely dependent on all of our employees working together as a team as this approach to diversity gives Kabouter the flexibility and cultural depth to identify and understand the unique cultural and structural aspects of doing business in international markets. The team collectively speaks over a dozen languages and has lived in many of the countries and regions where Kabouter invests. We believe the team's diversity, combined experience, and extensive network of contacts is a significant advantage in identifying companies that benefit from cultural and geographic trends and aids in our implementation of friendly engagement initiatives with local management.

Kabouter also commits to pursuing connections at colleges and universities and sponsorship of on-campus student business organizations that emphasize the importance of an inclusive work force. Further, Kabouter encourages its employees to personally participate in organizations that emphasize diversity and inclusion and also supports outside minority-sponsored organizations through its participation in roundtable discussions, public speaking engagements, and national advisory councils.

Kabouter's equal opportunity efforts are monitored by Senior Leadership on an ongoing basis with the goal of sustaining an inclusive workplace culture where all team members are respected and valued for their knowledge and contributions.

Kabouter is recognized as a minority owned firm by both the State of Illinois and City of Chicago.