

Diversity, Equality, Inclusion, and ESG Principles

The Online Dating and Discovery Association (ODDA) recognizes the importance of fostering a diverse, equitable, and inclusive environment, along with adhering to responsible Environmental, Social, and Governance (ESG) practices. ODDA recommends its members embrace the following principles:

Diversity, Equality, and Inclusion:

Promoting Diversity:

- Celebrate and encourage diversity across all levels of an organisation, including race, gender, age, disability, sexual orientation, and cultural background.
- Strive to reflect the diverse community of users within organisational structures.

Ensuring Equality:

- Provide equal opportunities without discrimination in hiring and staff engagement
- Implement transparent practices that foster equality and fairness.

Fostering Inclusion:

- Create a welcoming environment where all individuals feel valued, respected, and able to contribute.
- Encourage inclusive dialogue and collaboration, embracing different perspectives and ideas.

ESG Principles:

Environmental Responsibility:

- Commit to environmentally friendly practices, such as reducing waste and energy consumption.
- Support initiatives that protect and sustain the environment.

Social Responsibility:

- Respect human rights and promote well-being within the community.
- Engage with stakeholders and contribute positively to society.

Governance and Ethics:

- Uphold the highest standards of ethical conduct, transparency, and accountability.
- Implement robust governance structures that ensure compliance with laws, regulations, and industry standards.

Continuous Improvement:

- Regularly review and update practices related to diversity, equality, inclusion, and ESG.
- Engage with members, experts, and stakeholders to identify opportunities for growth and enhancement.