

Diversity and inclusion at Dopper

Every drop counts.

We want a world in which everyone has access to safe drinking water. It is a basic human right, denied to ¼ of our planet's population. We want a world where plastic pollution is a thing of the past. We want a world where we all can take care of our waters.

Dopper commits every effort to operate in a just, equitable, diverse and inclusive manner. To leave no one behind. To embrace a just transition into a world that values people and planet over profit.

It's why we have empowered people in Nepal to improve their drinking water systems from the very beginning of our company. Why we have invited kids to take the stage in our international educational programmes and make the adults listen. Why we invite our stakeholders, suppliers, customers, developing communities and the planet, to express their needs and opinions and adjust our impact KPIs, accordingly.

By seeking out different viewpoints and embracing individual uniqueness, we're creating an ecosystem in which everyone can belong, exchange ideas, challenge- and learn from each other. We are convinced this is vital to the achievement of our mission.

And it starts in our office – where we create space for all identities, needs and talents, celebrating each individual drop – and then flows into the world.

WHAT WE HAVE IN PLACE...

- Frequent internal and external stakeholder feedback monitoring, evaluation and learning
- 1% donation policy to provide access to safe water for those who cannot join our mission yet
- Website accessibility audit
- Diversity calls in vacancies
- Dedicated chapter in the Employee Handbook with educational materials
- Partnering deliberately with an inclusive social enterprise for customer service and care since 2019

WHAT WE ARE WORKING ON...

- Expansion of the JEDI strategy
- Inclusive internal & external communication guide
- Expansion of our additional types of paid leave

Date 11 jun. 2026
Place Haarlem

Name Virginia Yanquilevich
Function CEO Dopper BV

Signature

