Diversity and Inclusion Statement

The European Patent Office is committed to fostering a workplace where every individual feels respected, supported and empowered to contribute fully to our shared goals.

Our Service Regulations reflect this commitment, with Article 1a affirming the principle of non-discrimination and Article 5 reinforcing the principle of equal opportunity. These provisions guide our daily work and ensure that our policies and practices uphold fairness, dignity and respect for all. By embracing a wide range of perspectives and experiences, we strengthen the quality of our work and the impact of our services.

As an employer, we actively promote inclusion at every stage of the employee journey. We value talent in all its diversity and work to ensure access to opportunities for development and advancement for all of our people. By encouraging collaboration and mutual understanding, we strive to create an environment where everyone can thrive and achieve their best.

We actively promote inclusion at every stage of the employee journey.

We take pride in the Office's multicultural community. This unique network of staff from across our contracting states enriches our culture, fosters creativity and strengthens our ability to deliver excellence.

Diversity and inclusion, together with our commitment to sustainability, form a foundation for building a resilient, innovative and forward-looking organisation. We listen carefully to our people through employee surveys and transparently monitor our progress on D&I goals through publicly available KPIs.

Our diversity is our strength. Together we ensure that the EPO serves as a model of collaboration and excellence in Europe and beyond.