



We believe that **everyone** should have the opportunity to realize their abilities, and to live a full participatory life



The Inclusion Factory is a social enterprise dedicated to providing employment opportunities for people with disabilities. We empower individuals with disabilities through professional training and accessible work environments, helping them reach their potential and integrate into society through meaningful employment.

43

Employees with intellectual disabilities

19

Current Clients

48,6m

Units Produced



## Assembly of Components and Wire Harness Processing

We provide one-on-one specialized training for our employees and enforce a rigorous qualification assessment process to ensure their skills fully meet industry standards.



Learn More

Through continuous optimization of production processes and customized tools, we ensure an efficient and stable production workflow.

AR & AI Visual Inspection System (developed with Accenture sponsorship): Ensures reliability and consistency in process quality, meeting client requirements for delivered products.

The constantly evolving digital production management system to track orders in real-time, adjust task assignments, ensure on-time delivery. ( Developed based on SAP Fiori)

## Food Packaging, Distribution, and Sales

Our trained employees with disabilities excel as packaging and delivery specialists, ensuring on-time delivery of baked goods. We collaborate with businesses to host regular charity sales where individuals with disabilities serve as sales representatives, fostering direct engagement and communication with customers.



Learn More



## Document Organization and Digitization

We offer document organization and digitization services, scanning paper documents into electronic formats for archiving. Services include secure pickup and delivery for items such as bills, receipts, and invoices. Using OCR technology paired with manual verification, we ensure data accuracy. Additionally, we provide secure document destruction with photo-recorded processes to guarantee confidentiality.



Learn More





Inclusion Advisory is a professional consulting service developed based on practical experiences, supports employers to foster a culture of diversity, equity, and inclusion (DEI). We support employers to create a more inclusive workplace environment by helping them to find, recruit, train and manage people with disabilities.



Learn More

34

People with disabilities transferred into mainstream enterprises

521

Beneficiaries of DEI activities

43

Job Coaches

## Diversity and Inclusion Facilities

### Workshops and Training

Through Interactive discussions and activities to build a more inclusive workplace:

- Disability Equity Awareness Workshops (online and in-person)
- Diversity and Inclusion Workshops (online and in-person)
- Inclusive Leadership Workshops
- Inclusive Design Workshops

### Disability Inclusion Learning Programs

Study best practices for employing individuals with disabilities and explore community and corporate models for inclusion.

### Disability Employment Reports

Offer comprehensive reports on inclusive hiring, role analysis, and actionable recommendations.

### Corporate Social Responsibility Activity Design

Design and promote activities that advocate for diversity and inclusion, including volunteer initiatives.



## Disabilities Employment Support Services

### Creating Inclusive Work Environments

Assist employers to build accessible workplaces and support the long-term employment of people with disabilities.

### Job Matching and Onboarding Support

Assist with job selection and adjustments, providing employers with suitable candidates.

### Training for Job Coaches

Provide training programs covering knowledge of intellectual disabilities, effective means of support, and specific problems encountered by people with intellectual disabilities in employment and their solutions.



## Advocating Social Awareness and Inclusion

### Educational Collaboration

Inclusion Advisory (IA) and Inclusion Factory collaborate with schools and organizations to promote diversity and inclusion awareness within campuses and social settings.

### Public Advocacy

Through various social platforms, Inclusion Advisory actively advocate for disability equity awareness. Key initiatives include the "Disability Inclusion Toolkit" and the "Different TALK" series.





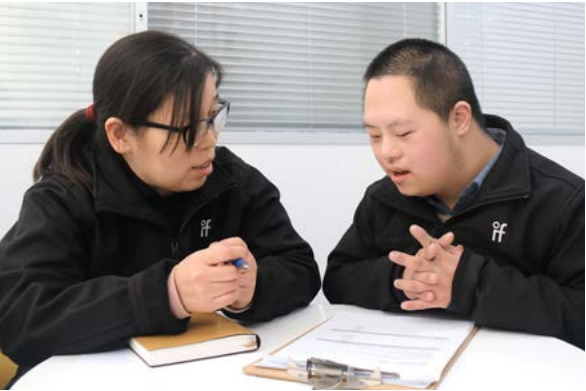
Guided and supported by the Taicang Disabled Persons' Federation and the Taicang Civil Affairs Bureau, the Taicang UShine Charity Center was founded in February 2023. This center works to provide systematic training for individuals with disabilities seeking employment, professional support for inclusive hiring by enterprises, family support services, and public advocacy for disability awareness.



352	236	1200
Beneficiaries of Independent Living Advocacy Services	Participants in Career Experience Programs	Number of Participants in Parent Engagement Activities

### Independent Living Advocacy Services

We focus on improving the quality of life for adults with intellectual disabilities through support services that advocate for equal social treatment. Efficient and effective services are provided via advanced support systems.



### Career Experience Camps

While employment is not the ultimate goal for individuals with intellectual disabilities, it plays a crucial role in fostering social integration and independent living. To bridge the gap between education and retirement, we organize the "UShine in Heart, Path at Feet" career experience camps using Inclusion Factory's facilities, offering hands-on job experiences for those interested in employment.



### Parent Engagement Activities

Through respite services, professional training, and peer support, we enhance families' capacity to support individuals with intellectual disabilities. Regular themed salons and activities reduce parental stress, foster trust, and promote growth together.



### Public Advocacy

We advocate for a robust support system involving families, friends, professionals, and resources from communities, schools, and businesses to ensure inclusion at all life stages. By providing professional assistance, we help individuals with intellectual disabilities step into society and raise public awareness and support.



Public Recognitions and Awards



Outstanding Contribution Award  
for China-Germany Cooperation  
- Taicang Economy Development  
Area



B Corp Certification –  
B Lab



Top Chinese Social Enterprise



Inclusive Enterprise Award



ILO Global Business  
and Disability Network - China  
Certificate of Membership



“More than a Market” Corporate  
Social Responsibility Award



Sustainable Business Award,  
Corporate Social Responsibility  
Award



AMCHAM CSR Award,  
Most Impactful NGO Award

How Can Individuals  
Contribute?



Donations

Fund our programs  
to support the  
development of in-  
dividuals with intel-  
lectual disabilities.



Volunteering

Share your exper-  
tise to enhance  
their career and  
social integration  
capabilities.



Advocacy

Use your social  
media platforms  
to increase pub-  
lic support and  
awareness.



Fostering Workplace  
Inclusion

Promote an inclusive  
culture by offering in-  
ternships and employ-  
ment opportunities for  
individuals with intel-  
lectual disabilities.

How Can Businesses  
Support Us?



Donations and  
Sponsorships

Sponsor vocational  
training and devel-  
opment programs  
for individuals with  
intellectual disabili-  
ties, helping them  
achieve their em-  
ployment dreams.



Corporate  
Volunteering

Provide volunteer  
services to enhance  
employee satisfac-  
tion and cohesion.



Outsourced Orders

Create job opportu-  
nities for individuals  
with disabilities while  
adding social value to  
your supply chain.



Contact Us



Partners

Updated to September 2024

Collaborative Quest



Among The Light



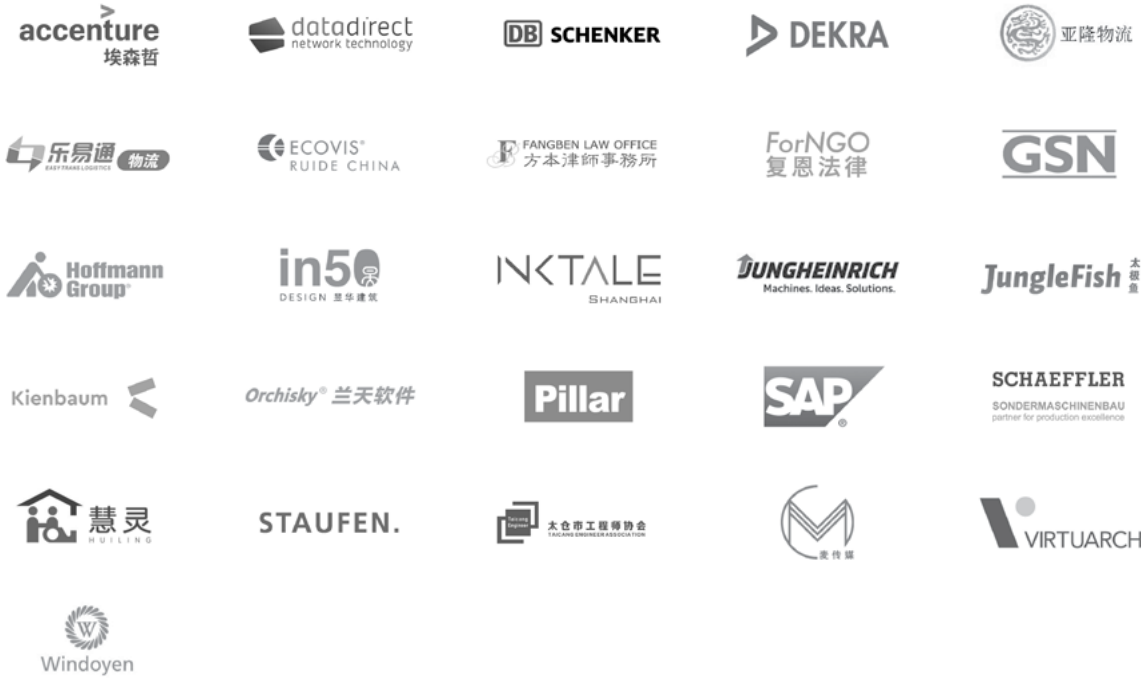
Unbreakable Chain



Inclusion Champion



Ultimate Empowerment



United Devotion



Messenger of Inner Voice





B Corps are a certification introduced by the non-profit organization B Lab, requiring companies to meet high standards of social responsibility and environmental performance. As the 59th certified B Corporation in mainland China, Inclusion Factory upholds the highest standards of social responsibility and environmental performance. We leverage the power of business to promote employment integration for individuals with intellectual disabilities.

**Inclusion Factory**  
Building 6, No. 81, Suzhou Juyuan, Beijing  
East Road, Taicang, Suzhou, Jiangsu  
Province, China



[www.inclusion-factory.com](http://www.inclusion-factory.com)  
[info@inclusion-factory.com](mailto:info@inclusion-factory.com)  
T: +86 (0) 512 5386 3602

This brochure  
is sponsored by Waelzholz  
and designed by JungleFish