

Inclusion Factory

Inclusive Employment
for People with Disabilities
推动残障人士融合就业



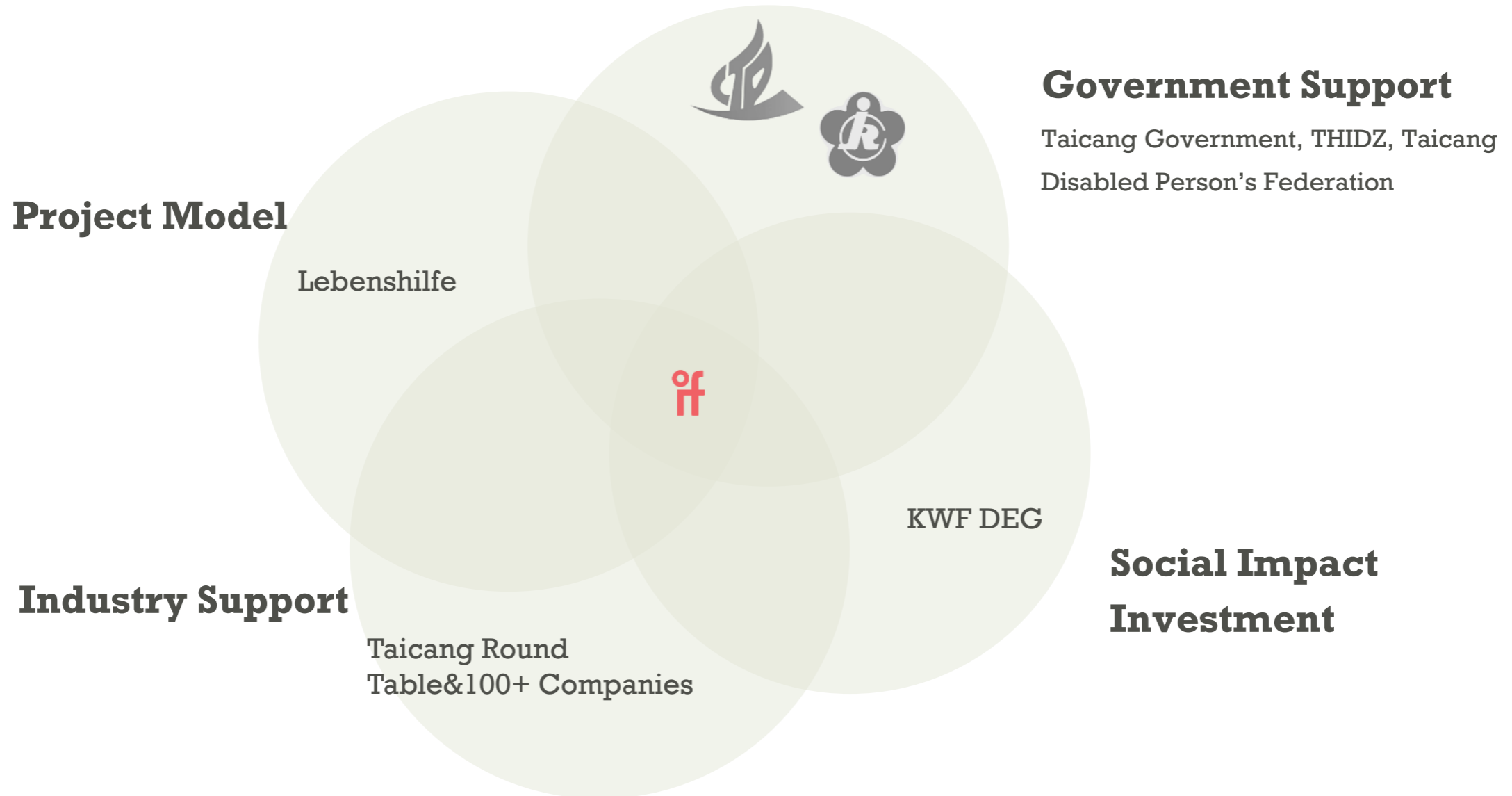
We believe that everyone should have the opportunity to realize their abilities, and to live a full participatory life.

Inclusion Factory is a social enterprise founded by Taicang Roundtable in 2014, dedicated to promoting the employment of people with intellectual disabilities.

We strive to create accessible working environments, support individuals with disabilities to unleash their professional potential, and foster diverse, equitable, and inclusive workplaces for employers.

We firmly believe that everyone should have the opportunity to develop their potential and participate fully in society through dignified employment.

Our Supporters





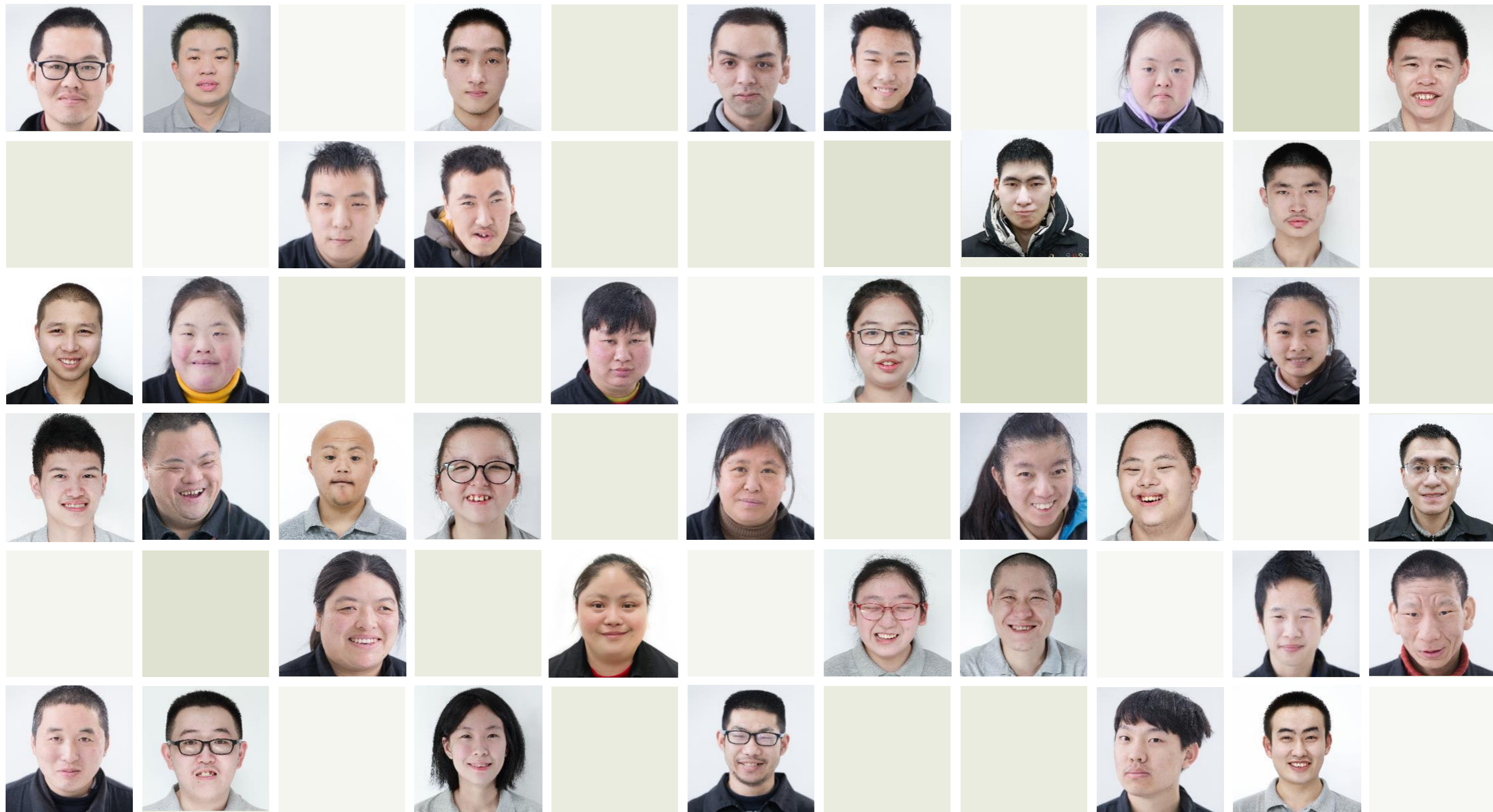
2014



2015





2022



Inclusion Factory

A social enterprise providing employment opportunities to People with Disabilities.

We train and coach PwD so they can have a professional career and live more independently. Using custom-made tools and methods, we establish a safe and productive work experience in our factory with the ultimate goal that our PwD can enter the first job market.

-  40 employees with intellectual disabilities
-  full-time, fixed salary, and social security benefits

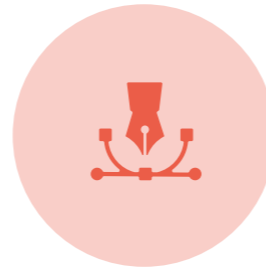




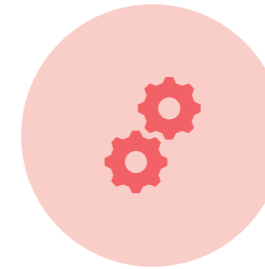
The services offered by Inclusion Factory



a social enterprise providing employment opportunities
for People with Disabilities



Component Assembly
Services



Surface Treatment Services for Stamping,
Injection Molding, and Die Casting Parts,
Including Sorting and Deburring



Optimization Services for Equipment,
Tooling & Fixtures, and Inclusive
Design



Centralized Procurement and Supply of
Packaging Materials

Clients Composition

SIEMENS

komax

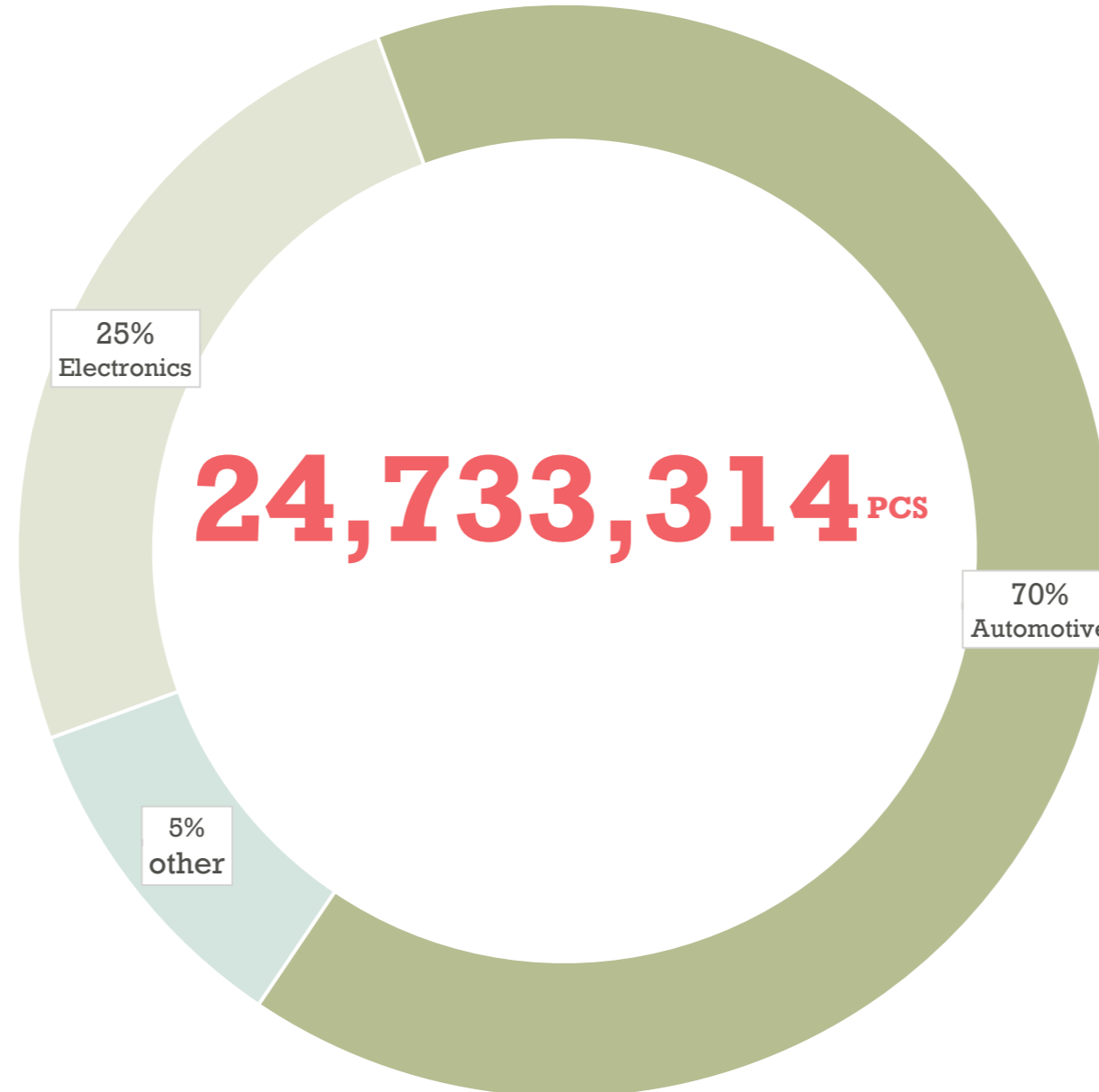
E·G·O
Hightech seit 1931.

DATWYLER

IKEA

KERN-LIEBERS
FIRMENGRUPPE

HA-BE



Mubea

SCHAEFFLER

LUK **INA** **FAG**

fischer
AUTOMOTIVE SYSTEMS

MANN+HUMMEL

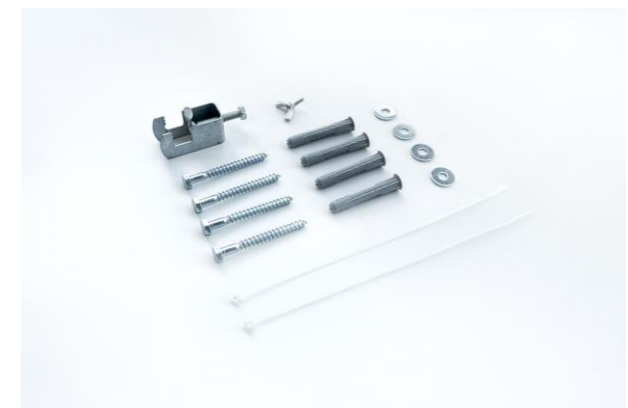
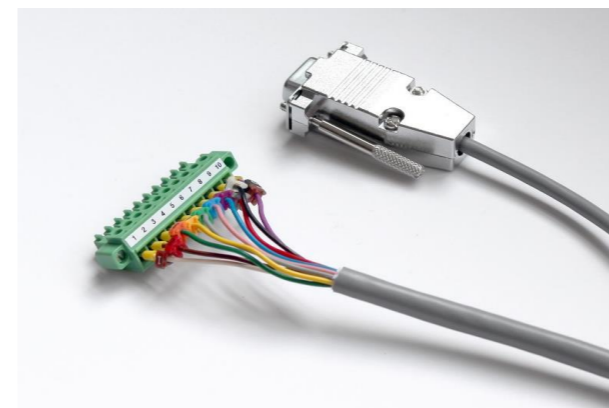
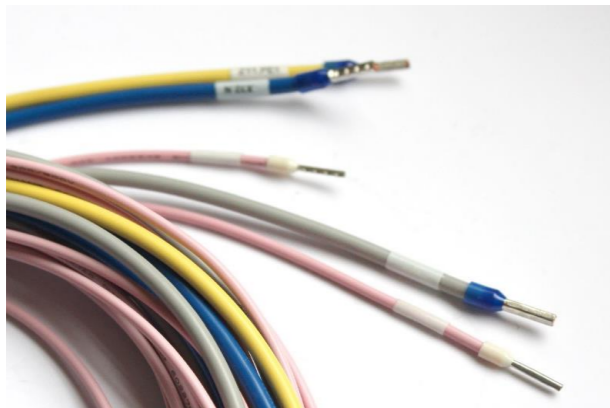
IMS:GEAR

ALFMEIER

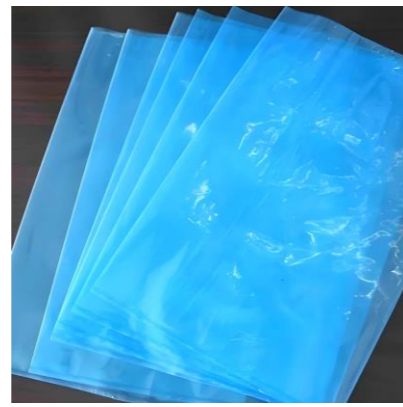
BOS

brose
Excellence In Mechatronics

Product case



Product case



More than a Factory



Inclusive Development through D&I



The services offered by Inclusion Advisory



A professional service supporting enterprises in hiring People with Disabilities



Strategic consulting on corporate inclusiveness and diversity



Training on inclusiveness and multiculturalism



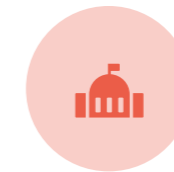
Identification and development of positions suitable for PwD



Practical training on the management of employees with disabilities



Recruitment, assessment, and training of talents with disabilities



Interpretation and guidance on policies regarding employment of PwD

Success Case

Flex Inclusive Workshop

Flex, Zhuhai

Flex Inclusive Workshop

Production line operated by 20

people with intellectual disabilities



Success Case

Playmobil Café

70015+

Collaborating with Playmobil to Create an Inclusion Café

Through innovative job design and training, we help individuals with disabilities, including baristas and servers, integrate into the workplace and achieve self-development.

Happiness, like equality, belongs to everyone.



Recognitions and Awards



ILO Global Business and Disability Network - China

China Certificate of Membership



中国社会企业
与影响力投资论坛
China Social Enterprise and
Impact Investment Forum

**Toward the Light Award -
Nominated in the Top 10 Social
Enterprises of the Year**

China Social Enterprise and
Impact Investing Forum



**Top Chinese Social
Enterprise**

China Social Enterprise
Certification Center



**Sustainable Business
Award 2011**

European Chamber of
Commerce · Shanghai



**"More than a Market" Corporate
Social Responsibility Award
2016, 2019**

German Chamber of
Commerce in China ·
Shanghai



**Corporate Social
Responsibility Award
2017, 2018, 2019**

European Chamber of
Commerce - Nanjing
Chapter



**AMCHAM CSR Award 2018
- Most Impactful NGO
Award**

European Chamber of
Commerce - Nanjing
Chapter



**Inclusive Enterprise
Award 2020**

Inclusion China Association
& Geng Foundation



B Corp Certification

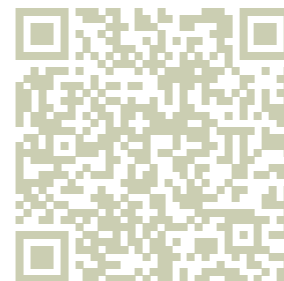
B Lab



**Asia Philanthropy
Award**

Asia Philanthropy Forum

Inclusive Employment
for People with Disabilities
推动残障人士融合就业



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