



Equality and Diversity Strategy 2015

Recruitment is a people business, more than almost any other type of company. Relationships with customers, candidates, the workforce and internally amongst ourselves are a key aspect to making our business plan workable. The achievement of equality, diversity, and inclusion [EDI] is central to the company's mission as a provider of recruitment services. The Company embraces diversity and aims to promote the benefits of diversity in all of our business activities. We seek to develop a business culture that reflects that belief.

By embracing equality we do not believe that we have to treat customers, candidates, the workforce the same rather we will treat customers, candidates, the workforce differently according to their needs so that the outcome is that everyone receives a treatment of fairness and respect. Our focus will be equality of opportunity.

The Company will recognise the differences in people and value these differences in equal measure. The Company will use the information gained with regard to differences and similarities to benefit the Company to promote diversity.

Objectives:

1. To embed equality, diversity and inclusion into leadership policies and management systems more effectively.
2. To ensure communications and policy design are built on the engagement with the diversity of the workforce.
3. To improve the skills of the staff and the working environment needed to foster diversity and equality.
4. To increase the diversity of all staff at all levels.
5. To improve the ability of all staff to reach their potential by building equality into how management of staff performance is completed and promoted.