



PEOPLE CONNECTORS

SUCCEEDING THROUGH PARTNERSHIP

Equality and Diversity Policy

Introduction

This policy reinforces our commitment to providing equality and fairness to all our candidates, contractors and employees in respect of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

We believe it should be to our own and our clients' business benefit to promote diversity and eliminate discrimination in the workplace. We promote this belief within our own internal environment and as we recruit technical staff and contractors for our clients.

Our ethos:

People Connectors recognizes the value in diversity and strives to cultivate a business culture and work environment where people are inspired to embrace and support each other's differences.

To implement this ethos, we aim:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To promote business working environments that engender dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To promote training, development, and progression opportunities for all staff.
- To promote equality in our own and clients' workplace, which People Connectors believes is aligned to best recruitment practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can investigate and as appropriate apply corrective measures.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Policy in practice:

Our aim is to ensure that all job applicants and employees are given equal opportunity:

- All employees and applicants for our client's roles, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.
- Recruitment and selection procedures will be free from bias or discrimination.



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- Recruitment procedures will be conducted objectively and will be based upon specific and reasonable job-related criteria.
- Decisions regarding an individual's suitability for a particular employment role will be based on eligibility, aptitude and ability.
- When selecting candidates for our client's application shortlists, employment, promotion, training, or any other benefit, it will be on the basis of their eligibility, aptitude, experience, skills and ability.
- People Connectors do not accept instructions from clients which indicate an intention to discriminate unlawfully.

Communicating this policy

We will inform all employees that an equality and diversity policy is in operation and that they should comply with its requirements and promote fairness in the workplace.

We publish on our website that we operate an equality and diversity policy.

Compliance and Review

The People Connectors Equality and Diversity policy is fully supported by senior management. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually upheld in our company operations:

- Any discrimination complaint will be investigated fully.
- This policy is reviewed at least annually to ensure that it is legally compliant and reflects the best intentions of People Connectors management and staff.