



Equal Opportunities Policy Vision Alignment Partners

We are committed to a working environment in which everyone feels valued and respected and is able to pursue a rewarding career whilst contributing to the success of our business.

We believe there are benefits in having a diverse workforce and aim to ensure that everyone can enjoy equal opportunities in an environment which is free from discrimination, harassment, bullying and victimisation. We extend this policy to our consultants, support staff, alliance partners and client staff.

This policy follows directly from our Corporate Values:

- One Team
- Trust
- Equitability / Transparency / Integrity

and should be seen as a visible sign of our commitment to those values.

We aim to provide equal opportunities for all without discrimination on the grounds of:

- race, ethnic origin, skin colour or nationality
- religious or political beliefs and affiliations
- sex or sexual orientation
- marital status
- age
- disability

We aim to ensure that no one in our business, or that of our clients or partners, is subject to discrimination, or less favourable treatment on these or related grounds.

We respect the dignity of individuals and their beliefs.

We do not tolerate any racial, sexual, physical, or mental harassment or bullying in the workplace, or at functions connected with the workplace.



Responsibilities

Everyone has a strict obligation to:

- respect and act in accordance with this policy
- treat others with respect and dignity
- ensure that their own behaviour does not cause offence or distress
- report any incident or behaviour which contravenes this policy and not indirectly support unfair treatment by ignoring what is happening around them.

The Lead Partner Group is responsible for:

- ensuring that the policy is fairly and consistently applied in all areas under their control
- eliminating any unfair practices of which they are aware, whether or not a complaint has been made
- promoting an environment in which people feel comfortable in reporting incidents which are causing them concern
- reacting quickly to complaints, investigating them objectively and thoroughly and taking any required action promptly.

In addition, those who manage staff or assignments are responsible for:

- eliminating any unfair practices of which they are aware, whether or not a complaint has been made
- promoting an environment in which people feel comfortable in reporting incidents which are causing them concern
- advising the Resource Management Partner as soon as a formal or informal complaint has been made.

Any behaviour which contravenes this policy will be viewed very seriously and may result in loss of Partner or Associate status.

Our commitment

We believe that this policy will help to create a happy workplace for everyone which in turn will help to maximise the effectiveness of our business for the benefit of our customers, Partners and Associates.