

## **Equal Opportunities & Diversity Policy**

Differentia Consulting is committed to being an equal opportunities business, considering the diversity within our workforce, clients and suppliers to ensure that all people who engage with us, are treated fairly with respect and are not subject to any form of discrimination, either directly or indirectly, which may affect the dignity of an individual.

This Policy is designed to ensure that current and potential employees, clients and suppliers are treated the same, regardless of, race, creed or religion, sexual orientation, sex, nationality, age, marital status or disability.

Differentia Consulting recognises that an effective Policy, will benefit all employees to develop to their full potential, which is clearly in the best interest of both, our employees and the business. We want to ensure that Differentia Consulting not only observes the relevant UK legislation, but also will ensure to do whatever necessary to provide genuine equality of opportunity and diversity.

We further recognise the benefits of employing individuals from a range of backgrounds as this creates a workforce, where creativity and valuing difference in others thrives. We value the wealth of experience within the community, in which Differentia Consulting operates and aspire to have a workforce that reflects this.

**All** employees must adhere to and comply with this Policy and the spirit in which it is written.

If any employee, client or supplier believe they are subjected to any form of discrimination within the workplace, we expect them to report this to senior management or the human resources department immediately.

This policy takes into account the following existing legislation:-

Equal Pay Act 1970

Human Rights Act 1988

Civil Partnership Act 2004

Gender Recognition Act 2004

The Rehabilitation of Offenders Act 1974

Equality Act 2010

The Asylum & Immigration Act 1996

This Policy will be reviewed annually and is available to the public and interested parties upon request.

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