

# Equality, Diversity and Inclusion Statement

CEO Signature:  \_\_\_\_\_

Date: 15/02/2023

## Developyn's Statement:

Individuals with different cultures, perspectives and experiences are at the heart of the way Developyn conducts itself. We want to recruit, develop and retain the most talented people, regardless of their background and make the best use of their talents.

At Developyn, we are guided by our values in everything we do. We recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our employees as well as our clients.

We seek to develop a working environment where we treat all employees as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for our employees seeking opportunities through training and development, promotion and career planning.

We will continue to support our leaders, managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

## Developyn's Commitment

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. Developyn will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic:

- Sex;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including ethnic origin, colour, nationality and national origin);
- Disability or disabilities;
- Sexual orientation;
- Religion and or belief;
- Age.

Discrimination on the basis of work patterns (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in Developyn. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

## Developyn's legal duties

As a public body, Developyn is additionally subject to public sector equality duties under the Equality Act 2010. This policy will be reviewed on an ongoing basis by Developyn to assess its effectiveness and may be amended from time to time.

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