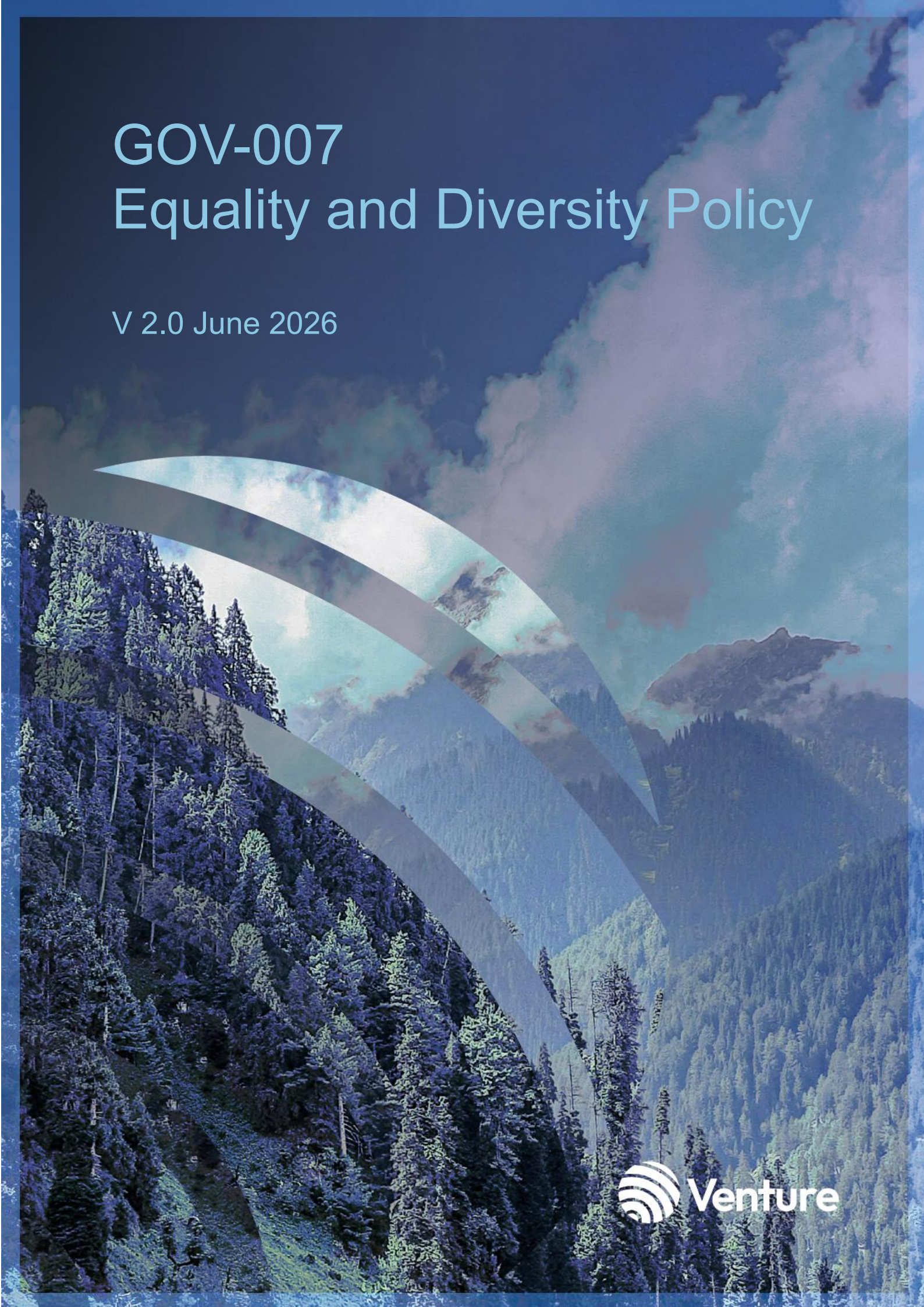
GOV-007
Equality and Diversity Policy

V 2.0 June 2026



Version	Date	Author	Changes Made	Next Review
2.0	01 June 2026	HR & Ops Director	Review of Handbook Policy	01 June 2027

Policy Overview

Diversity, equity, and inclusion (DEI) are integral to our success, driving innovation, collaboration, and business growth. We are dedicated to creating a workplace that is not only diverse but also equitable and inclusive, where every individual can thrive. We believe that a diverse team leads to greater innovation, better decision-making, and a stronger company culture. Our goal is to create an environment where everyone feels valued, respected, and empowered to contribute to their fullest potential.

We actively promote:

- Equity in opportunity: Fair recruitment, pay and career progression.
- Diverse representation: Across leadership, teams and decision-making.
- Inclusion in action: Psychological safety, respect, and cultural awareness.

We actively promote fair treatment and equal opportunities, ensuring that all employees are supported regardless of:

- Age
- Disability
- Gender identity & expression
- Marital or civil partnership status
- Pregnancy & maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sexual orientation
- Socioeconomic background

This policy applies to all aspects of employment, including recruitment, promotions, salary and bonus decisions, training, workplace conduct, and company culture.

Commitment

We are committed to:

Diversity

We celebrate the unique backgrounds, perspectives, and experiences of our employees. A diverse workforce helps us to better serve our clients, drive innovation, and create an inclusive workplace culture.

Equity

We strive to provide fair treatment, access, and opportunities for all employees. This includes:

- Ensuring that hiring, pay, and promotions are free from bias.
- Providing reasonable accommodations for employees with disabilities.
- Addressing systemic barriers to career progression.

Inclusion

We create a culture of belonging, where employees feel safe to express themselves, share ideas, and contribute fully. This includes:

- Encouraging open discussions around diversity and inclusion.
- Providing safe spaces for employees to voice concerns.
- Recognising and celebrating cultural and identity-based events.

Leadership and Accountability

All leaders and managers at Venture are responsible for championing DEI efforts and ensuring that:

- Hiring and promotion decisions are made fairly and equitably.
- Inclusive leadership training is provided.
- Bias and discrimination are actively addressed.
- The HR and Operations Director will regularly review and update our DEI initiatives, ensuring continue progress and accountability.

DEI in Recruitment and Career Development

We strive to attract, hire, and retain a diverse workforce by:

- Ensuring that job advertisements use inclusive language.
- Using structured interviews and diverse hiring panels to reduce bias.
- Providing mentorship, sponsorship, and leadership development programmes for underrepresented groups.
- Offering fair and transparent career progression pathways.

Workplace Conduct and Inclusive Culture

All employees are expected to:

- Treat colleagues with dignity and respect, fostering a culture of inclusion.
- Call out and report discriminatory behaviour in the workplace.
- Use inclusive language and respect people's chosen names, pronouns, and identities.
- Harassment, discrimination, and microaggressions will not be tolerated and will be addressed under the Anti-Harassment & Bullying Policy.

DEI Training and Awareness

We provide ongoing DEI training for all employees, including:

- Unconscious bias training for hiring managers.
- Cultural competency workshops.
- Inclusive leadership training.

All employees are required to complete DEI training as part of their onboarding and refresh their training annually.

Supporting Employees with Disabilities and Neurodiversity

We are committed to making reasonable adjustments to ensure employees with disabilities can:

- Perform their roles effectively with the right support.
- Access workplace accommodations, including assistive technology, flexible work arrangements, and additional resources.
- Feel included and supported through awareness initiatives.

Reporting and Addressing Concerns

If staff experience or witness any form of discrimination or exclusion, they are encouraged to:

1. Speak to their Line Manager or the HR and Operations Director.
2. Raise a formal complaint through the Grievance Procedure.
3. Report anonymously via the Whistleblowing Policy.

All reports will be handled confidentially and without retaliation.

Monitoring and Continuous Improvement

To measure progress, we will:

- Track diversity metrics across hiring, promotions, and pay equity.
- Conduct annual DEI surveys to assess workplace culture.
- Use feedback to refine our policies and initiatives.

Our DEI strategy will be reviewed and updated annually to ensure we continue fostering an inclusive and equitable workplace.

Breaches of Policy

Failure to adhere to this policy may result in disciplinary action, up to and including termination of employment.