

IEH Consulting Limited

Diversity and Inclusion Statement

The moral case for building fairer and more inclusive labour markets and workplaces is indisputable: regardless of identity, background or circumstance, everyone deserves the opportunity to develop skills and talents to their full potential, to work in a safe, supportive and inclusive environment, be fairly rewarded and recognised for their work and have a meaningful voice on matters that affect them. It is also vital for the sustainability of businesses and economies; everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring to an organisation.

It is the aim of IEH Consulting to encourage and promote both diversity and inclusion within the company and in our dealings with others. *Diversity* is specifically about recognising difference, acknowledging the benefit of having a range of perspectives in decision-making, and the workforce being representative of the organisation's customers. *Inclusion* is where people's differences are valued and used to enable everyone to thrive at work. An inclusive working environment is one in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter what their background, identity or circumstances.

These principals are integral to our brand, reputation, success, business sustainability and cultural relations. Our vision is to have an inclusive organisational culture. We want it to be fair and built on our skills in working in different cultures and countries. We want everyone who comes into contact with us, both offline and online, to feel valued and respected and our programmes, services and general ways of working to demonstrate our stated commitment to diversity and inclusion.

We will work energetically toward this vision through a mainstreaming approach, embedding diversity and inclusion into our behaviours and all that we do.

IEH Consulting is committed to:

- understanding, valuing and working constructively with diversity to enable fair and full participation in our work and activities;
- ensuring that there is no unjustified discrimination in our recruitment, selection, performance management and other processes;
- ensuring action that promotes equality;
- treating individuals with whom we work with fairness, dignity and respect;
- playing our part in removing barriers and redressing imbalances caused by inequality and unjustified discrimination.