

HybrIT Services

# Equal Opportunities and Diversity Policy

External Document

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## Distribution List

| Name       | Role      | Company/Department |
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| Group Wide | All Staff | HybrIT Services    |
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## 1 Policy Statement

HybrIT Services (“the Company”) is committed to promoting equality, diversity, and inclusion in all aspects of its operations, policies, and practices. We value and respect the diversity of our employees, customers, and partners and strive to create an environment where everyone is treated fairly, with dignity and fairness and given the opportunity to thrive.

We are dedicated to ensuring equal opportunities for all. We will actively promote a culture of inclusivity, where all individuals have the support, resources, and opportunities to succeed and contribute to our collective success.

Our goal is to eliminate discrimination and ensure that diversity is recognized as a strength. We will continually review and improve our policies and practices to reflect these commitments and foster a culture where everyone feels valued and supported.

HybrIT also encourages all individuals to actively contribute to creating a workplace and community that is welcoming, collaborative, and free of prejudice or bias.

The Company aims to provide a service that does not discriminate against its clients and customers in how they can access the services and goods supplied by the Company. The Company believes that all employees and clients are entitled to be treated with respect and dignity.

We believe that diversity enriches our community and strengthens our ability to meet the needs of our stakeholders. We are dedicated to promoting equality of opportunity and eliminating discrimination based on age, race, ethnicity, gender, sexual orientation, disability, religion or belief, marital status, pregnancy, gender reassignment, or any other characteristic protected by law.

We will strive to:

- ❁ Provide a work and learning environment where all individuals feel respected, valued, and included.
- ❁ Recruit, develop, and retain a diverse workforce and ensure equal opportunities for all employees and candidates.
- ❁ Provide reasonable adjustments to enable people with disabilities to fully participate in our activities and services.
- ❁ Foster an environment where discriminatory behaviour, bullying, and harassment are not tolerated.
- ❁ Continuously review and improve our policies, practices, and procedures to ensure they support our commitment to diversity and inclusion.

By promoting a culture of respect, fairness, and inclusion, we aim to reflect the diverse communities we serve and ensure that every individual can reach their full potential.

This statement has been written in conjunction with HybrIT internal document Anti-bribery Policy.

This statement has been approved by the Board of Directors and is made in compliance with current legislation.

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