

[COMPANY NAME] Diversity Policy

[Date] | Private & Confidential



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[COMPANY NAME] – Diversity Policy

1. POLICY PURPOSE

1.1 The purpose of this policy is to:

- 1.1.1 promote equality, diversity and a culture that actively values difference;
- 1.1.2 recognise that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work;
- 1.1.3 provide equal opportunities throughout employment including in the recruitment, training and development of employees; and
- 1.1.4 pro-actively tackle and eliminate discrimination.

1.2 This policy applies to:

- 1.2.1 [COMPANY NAME] (the “**Company**”); and
- 1.2.2 all directors, partners, employees, interns and independent consultants of the Company.

1.3 This policy will be reviewed and updated bi-annually, or from time to time as deemed appropriate.

1.4 If you have any questions on this Policy, please contact [NAME], [Title], at [\[EMAIL\]](#).

2. EQUALITY & DIVERSITY AT THE COMPANY

2.1 At this Company, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access.

2.2 We consider diversity to mean celebrating differences and valuing everyone.

2.3 Each person is an individual with visible and non-visible differences and by respecting this, everyone can feel valued for their contributions which is beneficial not only for the individual but also for the Company.

2.4 We acknowledge that equality and diversity are not interchangeable but interdependent. There can be no equality of opportunity if differences are not valued and harnessed.

3. THE COMPANY’S COMMITMENT

3.1 Every employee is entitled to a working environment that promotes dignity, equality and respect for all.

3.2 The Company 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:

- 3.2.1 sex;
- 3.2.2 gender reassignment;
- 3.2.3 marriage and civil partnership;
- 3.2.4 pregnancy and maternity;
- 3.2.5 race (including ethnic origin, colour, nationality and national origin);