

**INFRASPEC**

Specialist Recruiters in Infrastructure

## Equality and Diversity Policy

### Purpose of our Policy

We are committed to be an inclusive organisation which provides equality of opportunity to all in terms of employment, recruitment and the service we provide to our customers.

We are committed to:

- Working within all equality legislation
- Treating everyone in a fair and equitable manner
- Encouraging, and valuing diversity
- Providing a working and business environment which is free from harassment, bullying and discrimination.
- Creating an organisational culture where every person knows that their contribution is valued

### Legislation

Infraspec Ltd does not discriminate against:

- Race
- Gender
- Disability
- Sexual Orientation
- Religion and Belief System
- Age

### How we recruit

#### For our clients

Infraspec Ltd has a responsibility to inform clients about our diversity and equality policy and the methodology used to ensure that we recruit ethically for our clients and on behalf of our candidates. All candidates that apply for any position we advertise are sent, electronically, an equality and diversity monitoring form to allow us to statistically ensure we do not discriminate against any candidate on the basis of race, gender, disability, sexual orientation, religion, belief system or age.

#### For our candidates

Infraspec Ltd has a responsibility to inform candidates about our diversity and equality policy and methodology used. In addition to our statistical monitoring of equality and diversity through our application process, we proactively ensure that we advertise any role in a variety of mediums, specialist, and online job boards that focus on specialist ability and not discriminatory against any person and without a focus on a particular race, gender, age range, sexual orientation, religion.

### Working with clients and observing the policy

We work with our clients to be diversity aware and we deal in a fair, honest and open manner



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