

# Equality, Diversity & Inclusion

## Our Commitment

Verture is committed to providing equality of opportunity and to eliminating discrimination in accordance with the Equality Act 2010. We will not tolerate discrimination, harassment, bullying or victimisation in any form.

We are committed to:

- Treating everyone with dignity, fairness and respect
- Preventing discrimination on the basis of protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation
- Creating a supportive and inclusive culture where everyone feels valued and able to contribute
- Making reasonable adjustments to remove barriers for disabled employees and applicants
- Ensuring employment decisions are based on merit, skills, experience and potential
- Maintaining a workplace free from bullying, harassment and victimisation, including from third parties
- Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.