

# Policy: Equality and Diversity

InterClimate Network Ltd is committed to eliminating discrimination and encouraging diversity amongst our employees, freelancers and volunteers. Our aim is that our workforce will be truly representative of all sections of society and every individual feels respected and able to give of their best.

To that end, the purpose of this policy is to provide equality and fairness for everyone involved in our projects and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All workers, whether paid or voluntary, will be treated fairly and with respect. All workers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- to create an environment in which individual differences and the contributions of all are recognised and valued.
- everyone is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- training, development and progression opportunities will be available to all if and when they arise.
- equality in the workplace is good management practice and makes sound business sense.
- we will review all our practices and procedures annually to ensure fairness.
- breaches of our equality policy will not be tolerated and could lead to disciplinary proceedings.

This policy is fully supported by the Board and will be monitored and reviewed annually.

**Version: July 2017**