

## Equal Opportunities Statement

### We are an equal opportunities employer.

We value our people for the differences they bring to Ridge. Fostering an inclusive culture helps each of us to benefit from a diverse range of perspectives, experiences and skills. We believe this creates a happier, more productive working environment for us all.

This means, we are committed to ensuring all of our people (including employees, contractors, agency workers and job applicants) and our clients, receive fair and equitable treatment across all of our policies, procedures and practices. This applies to all areas of the employee lifecycle, including; recruitment, selection, terms and conditions of employment, performance management, promotion, remuneration, training and development.



### We are collectively committed to:

- Providing an environment in which individual differences and the contributions of our people are recognised and valued
- Fostering an inclusive culture that promotes dignity and respect for all and where non-inclusive behaviours, whether intentional or unintentional, are not tolerated
- Ensuring equitable treatment of individuals in our people policies and procedures
- Providing services which meet the diverse needs of our clients
- Providing equal opportunities for our people to access training and development
- Selecting individuals for employment, promotion, training, or any other benefit on an equitable basis
- Educating our people on diversity and inclusion matters including unconscious bias
- Providing channels for our people to raise concerns regarding non-inclusive behaviours and for these concerns to be promptly investigated and addressed
- Providing accessible facilities and systems and implementing reasonable workplace adjustments which enable our people to work effectively
- Ensuring that our people are paid equally for the same or equivalent work, or work of equal value, regardless of their sex or other protected characteristic/s

### Monitoring and review

We analyse diversity and inclusion data (in compliance with our data protection obligations) on an ongoing basis, to shape our diversity and inclusion strategy. Please refer to our [Privacy Statement](#) for information on how we collect and process different types of data in relation to our people.



*Nicky Dixey*  
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People Director