

Equal Opportunities Policy

At RedTech Recruitment, we are committed to promoting equality, diversity, and inclusion (ED&I) in all areas of our business. We believe that a diverse workforce is essential to fostering innovation, creativity, and excellence. As a recruitment agency, we strive to ensure that every candidate and employee is treated with respect and fairness.

We are dedicated to providing equal opportunities in employment and recruitment, regardless of an individual's age, race, ethnicity, gender, gender identity, sexual orientation, disability, religion, belief, or any other characteristic protected by law. Our approach includes the following principles:

- **Commitment to Equality:**
 - We ensure that all candidates and employees are given equal opportunities and are treated fairly and respectfully. We do not tolerate any form of discrimination, harassment, or victimisation in the workplace or in our recruitment processes.
- **Inclusive Recruitment Practices:**
 - We actively seek to eliminate bias from our recruitment practices and work to ensure that our hiring processes are inclusive. We encourage candidates from all backgrounds to apply for roles, recognising the value that diversity brings to the workforce.
 - We make reasonable adjustments during recruitment processes to ensure accessibility for candidates with disabilities.
- **Diversity in the Workplace:**
 - We promote diversity within our workforce and the businesses we work with, encouraging inclusive work environments where everyone feels valued and able to thrive.
 - We are committed to working with clients who share our values of diversity and inclusion and seek to build workplaces that reflect the diverse communities in which we operate.
- **Training and Development:**
 - We provide ongoing training for all employees to ensure awareness and understanding of diversity and inclusion issues. This helps us foster an inclusive culture both within our business and when working with clients.
 - We also encourage the personal development of all employees, ensuring equal access to opportunities for career advancement and professional growth.

- **Monitoring and Accountability:**

- We regularly monitor and review our recruitment processes, policies, and practices to ensure that they align with our commitment to ED&I.
- We take responsibility for any steps required to remedy inequalities, and we are transparent in our approach to creating a more inclusive environment.

- **Zero Tolerance of Discrimination:**

- We have a zero-tolerance policy for any discrimination, harassment, or victimisation. Any behaviour that contradicts our commitment to equality, diversity, and inclusion will not be tolerated, and appropriate action will be taken.

- **Continuous Improvement:**

- Our Equal Opportunities Policy is regularly reviewed and updated to reflect changes in legislation, best practices, and our ongoing commitment to creating an inclusive workplace for all.

Date reviewed – July 2025