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# **Diversity Policy**

Etherstack plc (UK Registered Company No 7951065)

Reviewed by the board on 4 November 2019

## **Etherstack plc (UK Registered Company No 7951065) Diversity Policy**

Etherstack plc (UK Registered Company No 7951065) (**Company**) recognises each employee brings their own unique capabilities, experiences and characteristics to their work. The Company values such diversity.

Diversity includes differences in gender, age, marital status, disability, socio-economic background, ethnicity, cultural background, sexual orientation and religious beliefs.

Etherstack strives to:

- treat all employees fairly and equally promote an organisational culture which values diversity
- respect diversity and value the competitive advantage of diversity
- have a truly inclusive workplace where every individual can succeed
- create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. In order to achieve this goal:
  - any form of discrimination, harassment, vilification and victimisation will not be tolerated
  - recruitment and selection practices are structured so that a range of candidates are considered
  - the Company recognises employees have domestic responsibilities and will endeavour to adopt flexible work practices to allow staff to meet these responsibilities
- encourage and support the application of flexible policy into practice across the business
- provide employment opportunities for people with disabilities