

Equality, Diversity, Inclusion and Equity policy

Creditinfo Group is committed to encouraging equality, diversity, inclusion and equity across the Group and eliminating unlawful discrimination.

The aim is for our employees to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The terms equality, diversity, inclusion and equity, are at the heart of this policy.

Equality

Is ensuring everyone has the same opportunities to fulfil their potential free from discrimination.

Diversity

Means the celebration of individual differences amongst the workforce.

Inclusion

Means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution.

Equity

Means recognising barriers and that some groups are more advantaged than others, and putting measures in place to eliminate these barriers, ensuring equal opportunities for all.

We will actively support equality, diversity, equity and inclusion and ensure that our workforce is valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

Purpose

This policy sets out the Group's approach to equality, diversity and inclusion. Creditinfo Group is committed to promoting equality, diversity & inclusion and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

We aim to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time. Not unlawfully discriminate against any protective characteristics under UK equality Act or other characteristics under local jurisdiction. Some examples of protective characteristics are: age, disability, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief and sex.

We aim to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

Creditinfo Groups commits to:

1. Encourage equality, diversity, equity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
4. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the relevant local grievance and/or disciplinary procedures, and appropriate action will be taken.

Particularly serious complaints could amount to gross misconduct and lead to dismissal.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. See the Groups Sexual Harassment policy for further information on this.

5. Make opportunities for training, development and progress available to all employees via CI Academy.
6. 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.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management.

Our disciplinary and grievance procedures

You should follow local guidelines and law within our jurisdiction on the relevant disciplinary and grievance procedure.