

Equal Opportunity & Diversity Policy

The Ambition Group values a diverse workforce where people from different backgrounds and lifestyles can work together and create:

- an **inclusive** workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives.
- an environment where forward thinking **business practices** aim to improve the experience of our employees, our clients and candidates.

It is our intention that we create conditions such that all employees and potential employees have an equal chance to seek and obtain employment and promotion. Equal Employment Opportunity (EEO) requires that employees are selected, promoted, and treated on the basis of the individual knowledge, competency and attitude they bring to their job keeping our workplace free from all forms of discrimination and harassment.

All employees, workers and candidates shall adhere to this policy at all times and will review on an on-going basis all aspects of recruitment and employment to avoid unlawful or undesirable discrimination. The Ambition Group will treat everyone equally irrespective of gender (including transgender and gender reassignment), sexual orientation, marital status, pregnancy, age, disability, race, colour, ethnic or national origin, religion, political beliefs or membership or non-membership of a Trade Union; and places an obligation upon all employees to respect and act in accordance with the policy. The Ambition Group is committed to providing training for employees in equal opportunities practice.

Recruiting for our Clients

The Ambition Group shall not discriminate unlawfully when deciding which candidate/ temporary worker is submitted for a vacancy or assignment with us or one of our clients, or in any terms of employment or terms of engagement for temporary workers. The Ambition Group will ensure that each candidate is assessed only in accordance with the candidate's merits, qualification and ability to perform the relevant duties required by the particular vacancy.

The Ambition Group will not accept instructions from clients that indicate an intention to discriminate unlawfully.

Monitoring

The Ambition Group monitors the diversity of our employees and the candidates that we provide services for. The collection and analysis of this data is carried out to ensure we offer real equality of opportunity and treatment for our employees and our candidates. It determines whether our policies on tackling discrimination are working and helps us to identify the further barriers that prevent our employees from making the best use of their talent. It ultimately will enable us to promote equality both internally and within our clients' organisations.

Our policies relating to Equal Opportunity & Diversity are listed below:

Inclusion policies

- Ambition Group Code of Conduct
- Disciplinary & Grievance
- Discrimination, Harassment & Bullying

Flexible Working policies

- Flexible Working
- Part-time Employment
- Remote Working / Working from Home

Leave options

There are also a range of leave options available to help employees balance work, family and life demands including:

- Standard leave policy
- Family leave policy