

Intensive Engagement Equality and Diversity Statement

At Intensive Engagement Ltd, we are committed to fostering an inclusive and diverse workplace that respects and values the unique perspectives and contributions of every individual. We believe that diversity is a source of strength and innovation, and we are dedicated to creating an environment where all employees, clients, partners, and stakeholders are treated with dignity, respect, and fairness.

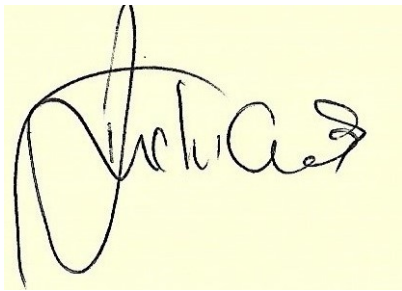
Our commitment to equality and diversity is reflected in the following principles:

1. **Equal Opportunity:** We provide equal opportunities for all employees and job applicants, regardless of their race, ethnicity, colour, nationality, gender, gender identity or expression, sexual orientation, age, disability, religion, or any other characteristic protected by applicable laws. We believe that everyone should have a fair chance to succeed.
2. **Inclusive Culture:** We promote an inclusive culture where all employees and associates are encouraged to bring their authentic selves to work. We celebrate the rich tapestry of backgrounds and experiences that our team members bring, and we actively seek diverse perspectives to drive innovation and creativity.
3. **Non-Discrimination:** We do not tolerate discrimination, harassment, or any form of unfair treatment based on protected characteristics. Our policies and practices are designed to prevent and address discrimination in all its forms.
4. **Accessibility:** We are committed to providing accessible facilities, information, and services to individuals with disabilities. We work to accommodate the needs of our employees, clients, and visitors with disabilities to ensure they can fully participate in and with our organisation.
5. **Training and Education:** We invest in ongoing training and education to raise awareness about diversity, inclusion, and unconscious bias. We empower our team members and associates with the knowledge and tools they need to foster an inclusive and respectful workplace.
6. **Monitoring and Reporting:** We regularly review our policies and practices to assess their impact on equality and diversity. We encourage open communication and reporting of any concerns related to discrimination or unfair treatment.

7. Community Engagement: We actively engage with our local communities to promote diversity and inclusion beyond our organisation. We believe in being good corporate citizens and supporting initiatives that promote equality.

At Intensive Engagement Ltd, we view equality and diversity as integral to our success and a fundamental part of our corporate values. We are dedicated to continuously improving our practices and fostering an environment where every individual can thrive and reach their full potential.

This statement is not just a pledge; it is a commitment that we live by every day, and we invite all our stakeholders to join us in creating a more inclusive and equitable world.

A handwritten signature in black ink on a light yellow background. The signature is stylized and appears to read 'Richard James'.

Richard James- Co-founder
Intensive Engagement Ltd