



Diversity and Inclusion at Whitehall Resources

At Whitehall Resources, we believe that Diversity and Inclusion are critical to the success of our business, our people and the recruitment industry as a whole. We are committed to building a culture that values and celebrates Equality and Diversity, and we believe that it is our responsibility to create an environment where everyone feels respected, included, and valued for their unique perspectives, experiences, and backgrounds.

We believe that Diversity and Inclusion are essential to driving innovation and creativity, and we are committed to working with clients who share our values and adhere to this Diversity and Inclusion statement and/or have their own suitable statement in place. We actively seek out candidates from a broad range of backgrounds and experiences, and we strive to create a level playing field for all our candidates. We believe that by doing so, we can help our clients build a more Diverse and Inclusive workforce that reflects the communities they serve.

Whitehall Resources are fully committed to providing a safe, inclusive, and respectful work environment for all our employees, candidates, and clients. We are constantly striving to improve our Diversity and Inclusion practices within the business and always want to create a culture of belonging. We believe that everyone should have the opportunity to succeed, and we are committed to helping our employees and our candidates reach their full potential. We believe that great recruiters come from all walks of life and with that we also believe that people perform their best when they get the support they need. This Statement applies to our treatment of all internal job applicants and our employees, as well as our treatment of candidates, contractors and clients.

We recognise that Diversity and Inclusion are not just buzzwords, but an ongoing journey that requires constant learning, reflection, and action. We seek to implement these values in our working lives. We respect one another. We strive, wherever we can to make our working environment a positive and Inclusive friendly place. We aim to provide mutual support to help each other regardless of background, age, gender, race, ethnicity, religious believe, sexual orientation, disability or gender identity. We are committed to taking a proactive approach to addressing issues of Diversity and Inclusion, and we welcome feedback and suggestions from our employees, candidates, and clients on how we can continue to improve.

At Whitehall Resources, we believe that Diversity and Inclusion are fundamental to our mission of providing exceptional IT recruitment services. We are committed to creating a culture where everyone feels valued, respected, and empowered to succeed.



Whilst Whitehall Resources abides by UK legislation covering age, disability, gender reassignment, sex, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership we do appreciate that an effective Diversity and Inclusion strategy goes past legal compliance to add value to an organisation, promoting to employee well-being and engagement.

Whitehall Resources are committed to creating a workforce that is more representative of the candidates and clients we serve. With a global database of over 421,000 candidates and 180,000 clients, we believe creating a culture of equality is not just the right thing to do, it is also the smart thing.

This policy applies to all Whitehall Resources employees across all geographies.

Whitehall Resources places a great importance on the health, safety and well-being of its people, the opportunity for development, and progression and the provision of a workplace which is welcoming and values the contribution of everyone.

Whitehall Resources are fully committed to the elimination of unlawful and unfair discrimination and value the differences that a diverse workforce brings. We are opposed to all forms of unlawful and unfair discrimination this includes direct & indirect discrimination, victimisation and harassment.

Whitehall Resources will not discriminate because of age, disability, gender reassignment, sex, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, having or not having dependants, physical characteristics or because someone is married or in a civil partnership. Whitehall Resources will build a culture that values openness, fairness, and transparency, where everyone can succeed and be their true self.

It is unlawful to discriminate directly or indirectly in recruitment or employment because of: Age, disability, gender reassignment, sex, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, having or not having dependants, physical characteristics or because someone is married or in a civil partnership. These are known as Protected Characteristics.

This policy applies to all aspects of employment with Whitehall Resources, including recruitment, pay and conditions, training, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.





Discrimination after employment may also be unlawful, e.g. refusing to give a reference for a reason related to one of the protected characteristics.

Every employee is required to assist Whitehall Resources to meet their commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Employees can be held personally liable as well as, or instead of, Whitehall Resources for any act of unlawful discrimination, whether intentional or not. Employees who commit serious acts of harassment may be subject to the disciplinary process.

Our Diversity and Inclusion policy is based on the following principles:

Respect for Diversity

We celebrate and embrace differences in race, ethnicity, gender, sexual orientation, religion, age, physical abilities, and other unique characteristics that make each individual who they are.

Equity and Fairness

We ensure that all employees are treated fairly and equitably, regardless of their background, and that everyone has equal opportunities for career development and advancement.

Inclusion

We strive to create an inclusive workplace culture where all employees feel valued, supported, and empowered to express their ideas and perspectives.

Zero Tolerance for Discrimination and Harassment

We have a zero-tolerance policy towards discrimination and harassment, and we take all allegations seriously. We will investigate and take appropriate disciplinary action against any employee who violates this policy.

Ongoing Learning and Development

We provide training and development opportunities for our employees to promote understanding and awareness of diversity and inclusion issues, and to support our commitment to creating an inclusive workplace.

We recognise that Equality, Diversity, and Inclusion are not just important for ethical and moral reasons, but also for business success. Our commitment to Diversity and Inclusion enables us to attract and retain top talent, and to better serve our clients and communities.

All employees are expected to uphold this policy and to contribute to a workplace that is Inclusive, respectful, and supportive of all individuals.

Whitehall Resources is fully committed to creating a Diverse and Inclusive working environment, and we will always welcome any feedback and suggestions from our employees and clients on how we can continuously improve.