



FOUNDATION

RECRUITMENT

**Equality &
Inclusion**
#GROWWITHUS



Our business is passionate about diversity and inclusion. We strive to create a transparent culture and workforce delivering equal opportunities to all employees.

Our vision is to create and influence a fully diverse and inclusive workforce where every individual employee feels valued, comfortable and enjoys the working environment. We embrace diversity amongst our employee network, candidates and clients, striving to eliminate discrimination from the workplace.



INVESTORS
IN PEOPLE

Gold
Until 2021

We seek to enable all employees to reach their full potential, we do this by providing equal opportunity to all staff, irrespective of level or role and regardless of race, nationality, ethnic origin, gender, age, disability, religion, belief, gender reassignment, civil partnerships, marital status or sexual orientation. We strive to deliver the highest standards of employment practice and in 2018 we were awarded our third consecutive Investors in People Gold accreditation. We deliver bespoke training, development and progression prospects which is clearly communicated and readily available to all employees. In 2017 we promoted 65% of our staff members, a clear demonstration of our inclusive culture.



We fully understand our employees are paramount in our ambition to achieve business goals and we will continue to support, build and leverage a diverse and inclusive environment. We recognise diversity and inclusion is important to all our clients and we want to demonstrate our commitment to the cause as we believe our practises and workforce give us a competitive advantage.

- Our executive and senior management team has a 50:50 gender balance. The cultural competence of our organisation is well developed and supports our inclusive working practice for clients, candidates and employees alike. We deliver complete fairness, impartial judgement and equal chances to all candidates who apply or register with us. We will not discriminate and are proud of our candidate database which includes individuals of over 40 nationalities.
- When conducting internal interviews, we use interviewers from a range of business areas to ensure diversity of questioning and to ensure we make a fair decision.

We have a thorough process for both our internal hiring process, candidate generation and candidate introduction to clients. We only ask for information we deem relevant to the role, and often with-hold personal details when shortlisting to ensure our clients don't make any judgements – subconscious or conscious. This ensures all candidates are being judged on their skillset alone and gives every applicant an equal chance.

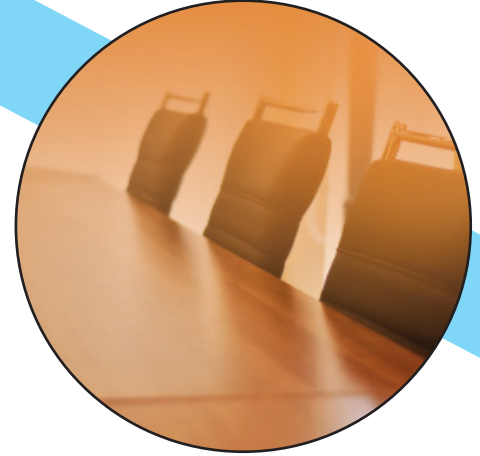
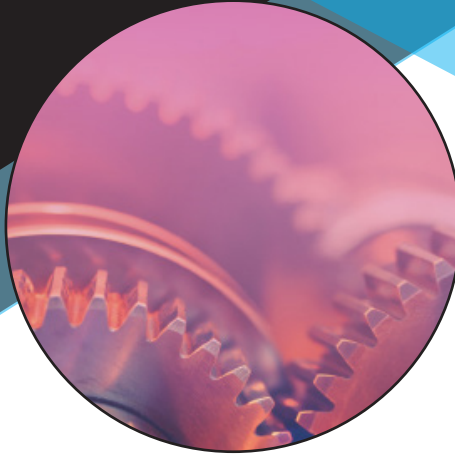
To ensure we are attracting a diverse mix of candidates we have implemented a range of activities including:

- Gender word coded job adverts are used to ensure they are accessible to all.
- We have created a woman focussed group on LinkedIn to help support the gender imbalance in the real estate sector.
- We are active in an array of countries with language capabilities to ensure we can communicate with a wide pool of candidates effectively – location and language.
- We attend numerous conferences in multiple countries and are always willing to speak. In 2018 we spoke at a Women in Property event to support the gender imbalance in the industry.

Cognitive diversity in the workplace requires strong leadership and clear communication. It delivers a team of individuals who carry out intellectual activities differently and can offer unique perspectives – a brilliant way to drive a business forward. We work hard to ensure our culture is an inclusive, collaborative environment. We empower all employees to share ideas, ambitions and concerns to ensure we are not only maximising the talent within the team, but also, ensuring all staff are comfortable in the workplace.

We understand a diverse business structure can be difficult to generate so we offer support to our clients. We question where the talent leakage in diversity is within our client's businesses so we can support accurately: is it the initial on-boarding, or is it somewhere along the development line where the talent becomes uniform? We understand we have a major impact on the future workforce of our sectors as it is our responsibility to source the best talent to ensure a versatile future is created.





We are determined to deliver diversity because we understand it brings new perspectives, improves talent retention, develops exceptional leaders and drives talent and skills to a business. We are passionate about our business, our specialist sectors and the companies we partner with. We believe we can make a true impact, bringing new talent and skills, empowering our clients to source the best talent and meet business goals.

Our Business Objectives

- Improve the representation of women in the Real Estate market
- Bring new talent to our sectors, matching the right skills to roles with out judgement.
- Build and develop leaders who recognise and believe in the importance of inclusion and diversity, who can lead, manage and on-board effectively.

