

DIVERSITY POLICY

Diversity is about recognising and valuing difference in its broadest sense. It is about creating a culture and practices that recognise, respect, value and harness difference for the benefit of customers, suppliers, colleagues and members of staff.

Diversity requires a mutual respect, obligation to and appreciation of others, irrespective of difference, and a focus on contribution and value.

Our services recognise and respond sensitively to the individual needs, background and circumstances of people's lives. We must continue to ensure that there is no discrimination in the way that our policies and functions are designed, developed and delivered and that wherever possible, diversity is promoted.

Our policy includes a full range of formal and informal discussions made by EDP in carrying out our duties and the ways in which we use our powers – or decide not to.

The strategic areas of work through which EDP delivers its operations include, for example, Projects, Finance and Human Resources to:

1. Take account of the needs, circumstances and experience of those who are affected
2. Identify actual and potential inequalities in outcomes, including unlawful discrimination
3. Consider other ways of achieving the aims of the policy in order to minimise or remove any possible adverse impact

A diverse workforce includes many types of diversity:

Social category diversity:	demographic differences such as age, race, ethnicity, gender
Informational diversity:	organisation differences such as education, tenure, function
Value diversity:	psychological differences in personality and attitudes

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EDP values everyone as individuals, whether they are employees, clients or suppliers.

Valuing our employees is vital and this challenge puts a premium on value systems that are inclusive, fair and ethical. In competitive changing markets, all employees must make significant contributions to business success and add value in every conceivable manner but we appreciate that everyone is different so we harness individual workers' unique differences and convert them into competitive advantage.

Signed: 

Name: D G Walker , Director

Date: 1st September 2016 (valid to 31 August 2017)