



OUR EQUALITY, DIVERSITY AND ETHICS POLICY

It is The Monarch Partnership's policy to promote equality of opportunity in employment regardless of sex, age, marital status, race, colour, nationality, ethnic or national origins, sexual orientation, disability, gender reassignment, pregnancy and maternity, or perceived religious or political affiliation.

We promote equality of opportunity and encourage diversity for three very important reasons:

- 1) As people working together in a business, all staff have an obligation to respect and value each other. Equality of opportunity is a fundamental aspect of such respect.
- 2) To deliver excellent customer satisfaction, The Monarch Partnership wants to attract and develop the most talented people. Ensuring equality of opportunity and valuing diversity will help Monarch to understand the needs of, and provide the best possible service to its customers.
- 3) Compliance and Governance Issues: as a responsible company, The Monarch Partnership complies with all legal obligations, environmental laws, Health and Safety regulations, fiscal and monetary reporting laws and all applicable civil rights laws. We achieve this by working with independent third party organisations.
- 4) Integrity and trust: The Monarch Partnership conducts our business affairs with honesty, transparency and a commitment to treating every customer, partner and staff member fairly.
- 5) Ethical decision-making: The Monarch Partnership recognise an ethical issue, we get the facts, we evaluate alternative actions, we make a decision and test it and then reflect on the outcome. Our recruitment and selection procedures positively support this aim of a diverse workforce. All candidates are considered strictly on their merits in relation to the selection criteria for the job. We aim to treat all candidates fairly and consistently and be responsive to their needs throughout the recruitment, selection and appointments process. Once appointed, Monarch encourage a fair, thriving and flourishing workforce where equality and diversity are celebrated and encouraged in order to develop a strong ethical, working environment that enables our people to deliver excellent customer service.