

Equality, Diversity & Inclusion (EDI) Policy

Yorkshire Talent Partners

At Yorkshire Talent Partners, we are committed to fostering a culture of **equality**, **diversity**, and **inclusion**. We believe that embracing different backgrounds, perspectives, and experiences is essential to innovation, excellence, and sustainable growth — both for our team and the clients we serve.

Guided by Our Core Values: REAL

Our approach to EDI is deeply rooted in our core values:

- **Respectful** – We treat everyone with dignity, fairness, and consideration, celebrating individual differences and lived experiences.
- **Empathetic** – We listen and act with understanding, valuing the voices and perspectives of all.
- **Authentic** – We stay true to our values and encourage everyone to bring their whole, genuine selves to work.
- **Loyal** – We are committed to supporting our people, clients, and communities with integrity and care.

Our Commitment

- **Equality:** We ensure that everyone has equal access to opportunities and is treated fairly, regardless of background or protected characteristics.
- **Diversity:** We embrace and celebrate the unique qualities that everyone brings to our organisation and the wider talent community.
- **Inclusion:** We create environments where everyone feels safe, valued, and empowered to thrive.

What We Do

- Promote fairness and eliminate discrimination in recruitment, selection, the redundancy services we offer, and all aspects of our work.
- Embed REAL values into our interactions with candidates, clients, and colleagues.



Equality, Diversity & Inclusion (EDI) Policy

Yorkshire Talent Partners

- Provide regular training and guidance on EDI and inclusive practices.
- Continuously review our policies and processes to ensure alignment with our EDI goals.
- Encourage open dialogue and actively address any barriers to inclusion.

Accountability

EDI is everyone's responsibility. From leadership to team members, we all play a role in building an inclusive, welcoming culture that reflects our values. Yorkshire Talent Partners will lead by example and ensure our commitment to EDI is demonstrated in everything we do.

