

EQUALITY, DIVERSITY AND INCLUSION POLICY

Kinetic IT is committed to enabling an organisational culture and workplace that fosters equality, diversity and inclusion across all levels of our business. We aim to provide a workplace where every individual has equal opportunity to contribute and is valued for that contribution. We strive for an environment that embraces diversity; where everyone has a voice and feels safe, respected and treated with dignity.

This policy applies to all employees and contractors (crew) of Kinetic IT. It includes practices and behaviours in connection with work, including work activities, work-related events and conferences, and in communications where interacting with colleagues.

We endeavour to provide equality of opportunity and corresponding reward, through a tailored approach to engagement, that recognises the needs of the individual as part of a genuinely fair and balanced workforce. We want to remove barriers to allow full and equal participation in the workplace.

The Company, its Managers and Leaders will support our crew to achieve the aims of this policy through:

- Considering equality, diversity and inclusion across all areas of employment, which may include recruitment and selection, remuneration, flexible working, succession planning, training and development, opportunity and promotion.
- Modelling appropriate behaviour and being open-minded and flexible to practices which increase equality, diversity and inclusivity.
- Respectfully challenging ourselves and each other on behaviour or practices that are not in support of advancing equality, diversity and inclusion; striving to set the bar higher.
- Actively seeking improvements to our ways of working to promote equal opportunities for everyone to succeed.
- Facilitating and encouraging conversation to talk openly, respectfully and honestly about equality, diversity and inclusion.
- Providing education, communication and awareness activities for all managers, leaders and crew.
- Establishing metrics relating to equality, diversity and inclusion, and assessing our performance to continually improve our staff's experience at work in relation to this.

All Kinetic IT crew are required to treat others with dignity, courtesy and respect. We expect our staff and contractors to take a proactive approach to promoting equality, diversity and inclusion through:

- Working actively, across their day-to-day activities, to create an environment that is welcoming, inclusive and embraces diversity.
- Behaving in a manner that is likely to make a person feel respected and included.
- Speaking up about work practices or behaviours that have the potential to create inequity or devalue another crew member.
- Actively participating in all education, communication and awareness activities and applying the information provided with positive intent.



Michael North
Chief Executive Officer



David McCleery
Chairperson

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