

Diversity & Inclusion Policy

Introduction

Worldwide International Ltd T/A Publiship is committed to fostering a diverse and inclusive workplace. We believe that diversity strengthens our company, drives innovation, and enhances our ability to serve our customers. This policy outlines our commitment to creating an inclusive and equitable work environment.

Purpose

Our commitment to diversity and inclusion is rooted in the belief that every individual brings unique perspectives and talents to the workplace. We strive to create an environment where all employees feel valued, respected, and empowered to contribute their best.

Definition of Diversity

Diversity at Worldwide International Ltd T/A Publiship includes and has included, but is not limited to, differences in race, ethnicity, gender, age, sexual orientation, disability, religion, and socio-economic status.

Equal Opportunities

We are dedicated to providing equal opportunities for all employees and applicants. Hiring, promotions, and other employment decisions will be based on merit, skills, and qualifications.

Inclusive Culture

We encourage an inclusive culture that fosters collaboration and open communication. Discrimination, harassment, or exclusion based on any aspect of diversity is strictly prohibited.

Training and Development

We are committed to providing training and development opportunities that promote awareness and understanding of diversity and inclusion issues.

Accessibility

We strive to create an accessible and accommodating work environment for employees with disabilities. Reasonable accommodations will be provided to ensure equal access to employment opportunities.

Reporting and Addressing Concerns

Employees are encouraged to report any concerns related to diversity and inclusion. Complaints will be promptly and thoroughly investigated, and appropriate actions will be taken. Reports can be made, in confidence, to the management team.

Monitoring and Evaluation

We will regularly review our diversity and inclusion initiatives to assess their effectiveness and make necessary improvements.

Leadership Commitment

Leadership at all levels is responsible for fostering a culture of diversity and inclusion. Executives and managers will lead by example and actively support initiatives that promote diversity.

Qualitative Objectives

- Foster an Inclusive Culture: Create an environment where all employees feel valued, respected, and included, regardless of their background or identity.
- Enhance Awareness and Education: Provide ongoing training and resources to increase awareness of diversity and inclusion issues among all employees.

Quantitative Objectives

- Employee Training Participation: Achieve a 100% participation rate in diversity and inclusion training for all employees within the next 12 months.
- Diverse Hiring Goals: Aim to increase the representation of underrepresented groups in new hires by 5% within the next year.

Worldwide International Ltd T/A Publiship is committed to upholding these principles and creating a workplace that celebrates diversity and inclusion.

Acknowledgment:

All employees are required to acknowledge receipt and understanding of this policy.

Worldwide International Ltd T/A Publiship is committed to conducting business ethically and with integrity.

This policy will be reviewed annually or sooner if required due to changes in legislation or business needs. Any amendments will be communicated to employees in a timely manner.

Prepared by: Mark Bartlett | ESG Manager

Date: September 2024

Approved by: Sue Kelly | Operations Director