

Equality, Diversity & Inclusion Statement

1. Our Commitment

We believe that equality, diversity and inclusion are fundamental to building a successful, sustainable and responsible business. As a specialist recruitment and workforce solutions provider, we are committed to creating an environment where everyone is treated fairly, with dignity and respect, and where opportunities are accessible to all. We recognise that diverse perspectives strengthen organisations, improve decision-making and help deliver better outcomes for our people, clients and communities. Our approach is guided by the Equality Act 2010, but our ambition extends beyond compliance as we continually seek to remove barriers and create opportunities for all.

2. Leadership, Governance and Accountability

Equality, Diversity and Inclusion is championed at the highest levels of Venesky Brown. Our Directors and senior leaders are committed to ensuring inclusion remains a strategic priority and is embedded throughout our culture, policies and decision-making. We have established dedicated Equality, Diversity and Inclusion Champions, Fairness, Inclusion and Respect Ambassadors to help drive progress, promote awareness and identify opportunities for continuous improvement. We are also proud to hold Investors in Diversity accreditation, which supports our commitment to Fairness, Respect, Equality, Diversity, Inclusion and Engagement across the organisation.

3. Inclusive Recruitment, Accessibility and Opportunity

As a recruitment business, we recognise our responsibility to ensure hiring decisions are fair, objective and inclusive. We are committed to assessing candidates solely on their skills, qualifications, experience and suitability for a role, while working with clients to promote inclusive recruitment practices and remove unnecessary barriers to employment. We are proud to be a Disability Confident Committed employer and take a proactive approach to supporting disabled candidates and employees through reasonable adjustments and accessible recruitment processes. We are also committed to supporting social mobility and widening access to opportunities, recognising that talent exists across all communities and backgrounds.

4. Working with Clients, Suppliers and Communities

Our commitment to equality, diversity and inclusion extends beyond our own workforce. We actively seek to work with clients, suppliers and partners who share our values and commitment to fair treatment. Equality, diversity and inclusion considerations form part of our supplier engagement and approval processes, helping to promote responsible business practices throughout our supply chain. Through collaboration and shared learning, we aim to contribute positively to the industries and communities in which we operate.

5. Training, Monitoring and Continuous Improvement

Creating an inclusive culture requires ongoing education and engagement. We provide regular equality, diversity and inclusion training for employees and managers and ensure that awareness remains a key part of our people strategy. We monitor progress through workforce data, employee feedback, audits and reviews, enabling us to identify trends, address barriers and implement meaningful improvements. Regular benchmarking and compliance reviews help ensure our practices continue to reflect both legal requirements and industry best practice.

6. Looking Ahead

Equality, diversity and inclusion are central to the way we do business. By investing in our people, engaging with stakeholders and continually reviewing our practices, we aim to create lasting positive impact for employees, candidates, clients and communities. We recognise that building a truly inclusive organisation is an ongoing journey and remain committed to creating a culture where diversity is celebrated, inclusion is experienced and opportunity is available to all.

Document Ref	Author	Approved by	Signature	Last review date
POL090	Mhairi Shields	Craig Brown		3 rd June 2026