

## Signature Recruitment EDI Policy

Signature Recruitment embraces diversity and aims to promote the benefits of diversity in all our business activities. We seek to develop a business culture that reflects that belief. We will expand the media in which we recruit to ensure that we have a diverse employee and candidate base. We will also strive to support our clients meet their own diversity targets.

Signature Recruitment will not discriminate unlawfully when deciding which candidate/temporary worker is submitted for a vacancy or assignment, or in any terms of employment or terms of engagement for temporary workers. Signature Recruitment will ensure that each candidate is assessed in accordance with the candidate's merits, qualifications and ability to perform the relevant duties for the role.

Through the implementation of transparent policies, practices and procedures, Signature Recruitment has due regard to our duties under the Equality Act 2010, and to the protected characteristics [1] detailed in the Act. We will fulfil this commitment by ensuring that our policies, working practices, training and development reflect the principles laid down in this statement, as well as our obligations under the law.

Signature Recruitment is committed to embedding and mainstreaming equity, diversity and inclusion through the following areas of focus:

- 1) To advance diversity through expanding our recruitment methods and advertising platforms
- 2) To promote inclusive recruitment practices with our clients and support their EDI policies
- 3) To promote diversity and raise awareness amongst our employees and candidate base through membership of the [Bristol Equality Charter](#), [Bristol Women in Business Charter](#) and partnering with [Bristol Works](#)
- 4) To achieve an inclusive work environment, which promotes equality of respect and opportunity for all

As a member of the Recruitment and Employment Confederation (REC), Signature Recruitment support the Good Recruitment Campaign, aimed at promoting and adhering to industry best practice in recruitment processes.



To obtain a full version of this policy please contact:

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[1] The nine protected characteristics under the Equality Act 2010 are 'age', 'disability', 'gender reassignment' (now commonly understood as 'gender identity'), 'marriage and civil partnership', 'pregnancy and maternity', 'race', 'religion or belief', 'sex', and 'sexual orientation'.