



## **EQUAL OPPORTUNITY POLICY**

Last updated 21/07/21

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Rubik Talent Ltd is committed to cultivating a friendly and inclusive culture throughout the company. It is in our best interests to promote diversity and prevent workplace prejudice. Our goal is to make sure that all employees and job candidates are treated fairly and that our company is representative of all social groups. As a result, each employee will be appreciated and cherished, and will be able to give their all.

This policy reaffirms our commitment to treating all employees equally and fairly, and to not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We condemn all forms of discrimination that are illegal or unfair. Regardless of whether they are part-time, full-time, or temporary, all employees must be treated equally and fairly. Rubik will select people for jobs, promotions, training, and other benefits based on their aptitude and talents.

All personnel will be assisted and encouraged to reach their maximum potential and make the most of their particular abilities. As a result, our organization's skills and resources will be completely used, and the efficiency of our entire staff will be maximised.

Rubik commitments:

- To foster an environment that values individual diversity as well as the contributions of all team members.
- To foster a work atmosphere that values each employee's dignity and respect.
- To not accept any form of intimidation, bullying, or harassment, and to hold individuals who violate this policy accountable.
- To provide all employees with opportunities for training, growth, and advancement; and
- To encourage equality in the workplace, which Rubik believes is good management practise and makes good commercial sense.
- To urge anyone who believes they have been discriminated against to voice their concerns so that we can take action.
- To encourage employees to treat everyone with decency and respect
- Examine all our employment practises and processes on a regular basis to ensure that they are always fair.

Rubik will notify all workers that an equality and diversity policy is in effect, and that they are required to follow its guidelines and encourage workplace justice. Funding agencies, stakeholders, customers, learners, and job candidates shall all be made aware of the policy.



Founders Regan Stevely & Robin Macdonald as well as senior management strongly supports the equality and diversity policy. Our policy will be examined and revised on an annual basis to ensure that workplace equality and diversity are consistently encouraged.

If you have questions or comments about this Equal Opportunity Policy, please contact us at:

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