

DEI & Anti-Discrimination Policy

At We Hire Design, we are committed to promoting diversity, equality, and inclusion in every aspect of our recruitment practices. We believe in fair and respectful treatment for all, and we strive to create a recruitment environment free from discrimination, harassment, or bias of any kind.

1. Policy Purpose

This policy outlines our commitment to providing equal opportunities and ensuring that no individual or group is treated less favourably on the grounds of:

- Age
- Disability
- Gender identity or gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

2. Scope

This policy applies to all aspects of our recruitment process, including but not limited to:

- Job advertising and outreach
- Candidate sourcing and selection
- Interviewing and assessment
- Offer management and candidate communications
- Client partnership and advisory

3. Our Commitment

We commit to:

- **Equal Opportunities:** Ensuring all candidates are assessed purely on merit, skills, and experience relevant to the role.
- **Inclusive Practices:** Using inclusive language in our job descriptions and communications.
- **Accessible Processes:** Making reasonable adjustments to accommodate candidates with disabilities or specific needs throughout the recruitment process.
- **Bias Awareness:** Minimising unconscious bias through continuous learning and transparent hiring practices.
- **Challenging Discrimination:** Taking immediate action against any discrimination we observe or that is reported to us by candidates, clients, or partners.

4. Responsibilities

- We Hire Design team members are responsible for upholding this policy and participating in ongoing efforts to ensure an inclusive and fair recruitment process.
- Clients and partners are expected to share our commitment and act in accordance with our values throughout the hiring process.

5. Reporting & Concerns

We take all complaints or concerns seriously. If any candidate or partner believes they have experienced discrimination during any part of our process, they are encouraged to contact us directly at contact@wehire.design. All reports will be investigated confidentially and thoroughly.