

# Our diversity, equity & inclusion (DEI) policy

## Our Values

At huumun, diversity means recognising and valuing the things that make each of us unique. We are committed to fostering an environment that celebrates individuality across age, disability, gender identity or expression, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Inclusion means creating a workplace where every voice is heard, respected, and empowered. We believe that fairness, equity, and equal opportunity are fundamental to our success, and we celebrate the richness that different perspectives bring to our team and our work.

## Scope and Purpose

This policy applies to all huumun employees, contractors, partners, and suppliers. It sets out our expectations for behaviour and decision-making and explains why a clear DEI policy is essential to our culture and business success.

## Recruitment

Our recruitment processes are designed to be fair, objective, and free from bias to ensure equal opportunities for all. We actively work to attract and select a diverse workforce based on merit, skills, and experience.

## Retention and Inclusion

We support flexible working arrangements to help our team balance their personal and professional lives. We are committed to equal pay for work of equal value, ensuring fairness across all roles. We provide equal access to training, development, and progression opportunities, regularly reviewing our practices to ensure equity and compliance with the law.

## Professional Development

We provide ongoing training on diversity, equity, and inclusion to build awareness and understanding. We ensure that opportunities for advancement are accessible to all and that decisions are based on merit and performance, free from bias.

## Wellbeing

We support the mental, physical, and emotional health of our team. We encourage open conversations about wellbeing and provide access to resources to help everyone thrive.

## Zero Tolerance

Discrimination, harassment, bullying, victimisation, or abuse of any kind will never be tolerated at huumun. Any such behaviour is a serious offence and will result in disciplinary action, up to and including dismissal.

## Support and Reporting

All members of the huumun community are expected to uphold these principles. If you have concerns, suggestions, or wish to report an incident, you can do so confidentially and without fear of retaliation. Please speak to our HR Manager through our established grievance procedures. All concerns will be investigated promptly, fairly, and confidentially.

## Policy Review

This policy is reviewed annually by our Chief Operating Officer (COO) to ensure it remains current, effective, and true to our values.