

## **Inclusions policy**

At RISE, we work actively to be an open, inclusive and responsible employer that makes the most of people's unique circumstances, abilities and experiences.

As a leading innovation partner, we help to address the various challenges faced by society and we strongly believe that people's differences, experiences and unique circumstances form a creative, dynamic and innovative hotbed in which both our employees and our organisation can grow.

Here at RISE, everyone is welcome – regardless of background, neurodiversity, age, sex, gender identity and expression, sexual orientation, religion or other belief.

We work actively and at all levels within the organisation to encourage and maintain an open and inclusive atmosphere in which current and future employees are appreciated and able to develop and be seen.

We have a zero-tolerance approach to all forms of discrimination and victimisation. We have both an individual and a shared responsibility to ensure that everyone is treated equally and included and that we actively prevent all forms of discrimination and victimisation in our workplaces.