

Diversity and Inclusion Policy

Updated Jan 2024

At Carswell Gould, we believe that diversity and inclusion are fundamental to our success as a business and as a community. We are committed to building a workplace where everyone feels respected, valued, and empowered to bring their authentic selves to work. Our diversity and inclusion policy outlines our commitment to creating a culture of equality and belonging, where diversity is celebrated and embraced.

Commitment to Diversity: We recognise and celebrate the diversity of our employees, clients, and stakeholders. We are committed to fostering an inclusive workplace that reflects the rich tapestry of backgrounds, experiences, and perspectives within our society.

Equal Opportunities: We are dedicated to providing equal opportunities for all employees, regardless of race, ethnicity, gender, sexual orientation, disability, age, religion, or any other characteristic protected by law. We believe in meritocracy and strive to create a level playing field where everyone has the opportunity to thrive and succeed.

Inclusive Culture: We actively promote an inclusive culture where every voice is heard and valued. We encourage open communication, collaboration, and respect for differing viewpoints. We are committed to creating a safe and supportive environment where individuals feel comfortable expressing themselves and contributing to our shared goals.

Recruitment and Development: We are committed to recruiting, retaining, and developing a diverse workforce. We strive to attract talent from all backgrounds and ensure that our recruitment processes are fair, transparent, and free from bias. We provide opportunities for professional development and advancement to all employees, regardless of background or identity.

Training and Awareness: We provide training and education on diversity, equity, and inclusion to all employees. We believe that ongoing learning and awareness-building are essential to fostering a more inclusive workplace. We encourage employees to engage in dialogue, challenge unconscious biases, and champion diversity in their day-to-day interactions.

Supplier Diversity: We are committed to promoting diversity and inclusion in our supply chain. We seek out suppliers and partners who share our values and commitment to diversity, and we actively support small and minority-owned businesses.



Accountability and Measurement: We hold ourselves accountable for progress on diversity and inclusion initiatives. We regularly review our policies, practices, and metrics to ensure that we are making meaningful progress towards our diversity and inclusion goals. We welcome feedback from employees, clients, and stakeholders and are committed to continuous improvement.

Zero Tolerance for Discrimination: We have zero tolerance for discrimination, harassment, or any form of prejudice in the workplace. We have clear policies and procedures in place to address instances of discrimination and ensure that all concerns are taken seriously and addressed promptly.

By upholding these principles, Carswell Gould we aim to foster a workplace culture that celebrates diversity, promotes inclusion, and empowers all employees to reach their full potential. We believe that diversity and inclusion are not only the right thing to do but also essential to driving innovation, creativity, and business success.