



DIVERSITY POLICY STATEMENT 2018

Enigma Fit-Out Solutions Limited (“Enigma”) recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organisation into the future.

Enigma is committed to recognising the importance of diversity extends to all areas of our business including recruitment, talent development, skills enhancement, appointment to roles, retention of employees, flexible work arrangements, training and development.

To achieve this we will:

❑ **Equal Employment Opportunity policy**

Enigma is eliminating all forms of unlawful discrimination, unlawful harassment, bullying and victimisation of persons in the work place.

❑ **Occupational Health and Safety Policies and procedures**

The health and safety of our people, visitors, contractors and customers are essential to our long term success. We are committed to providing a healthy and safe place of work.

❑ **Flexible Working Arrangements Policy**

We are committed to recruiting and retaining the best talent to help us achieve our vision. This means we need to be adaptable in the way we work to meet the needs of our people and customers. Flexible work arrangements can provide a way of recognising and accommodating individual circumstances whilst balancing our business requirements.

❑ **Business Practice**

Our business is founded on very high standards of personal integrity and conduct, which requires absolute honesty.

❑ **Leave Policies**

We understand that our people have changing needs during life and career stages. Help with these changes are always at hand.

These may include; Parental leave, Career break, and carers leave.

STATEMENT

Diversity encompasses acceptance and respect, it is an understanding that each individual is a unique person and recognises individuality and difference. These differences can include ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, perspective, experience and ideologies.

Ian Moore

Managing Director
Enigma Fit-Out Solutions Ltd