

Gender Diversity Plan Investing Ethically Ltd 2017



investingethically

Overall Aim: -

To foster gender equality-related measures in a comprehensive and planned manner based on the Basic Act for Gender Equal society. Treating everyone we deal with fairly and equally is central to the work we do. In fact this has been our aim from the very start.

- (1) Made vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choice
- (2) A place where the human rights of men and women are respected, where individuals can live with dignity
- (3) Realized work-life balance of both women and men through reformation of “men –oriented working styles”

Investing Ethically Ltd is fully committed to the fair and equal treatment of everyone we deal with.

We see diversity as an asset that helps deliver our vision of a service that meets the needs of *all* our clients and employees – irrespective, for example, of gender, age, disability, sexual orientation, race, religion and belief, or socio-economic background.

The commitments we’ve made around diversity, equality and inclusion are underpinned by our aim of providing an impartial, trusted and respected service. These commitments focus on our service, our clients, our people and our reach.

Our service

We want to be recognised as well-run and efficient - and to resolve any complaints people bring to us fairly and as quickly as possible. We work with a number of external partners to ensure that our practices, policies and approaches are relevant for our people and our clients. (Financial Conduct Authority & employ external Compliance Consultant)

Our clients

We’ll ensure that our service is accessible, (via phone/email/skype/face to face) and doesn’t discriminate against any of our clients. We will share our technical understanding of relevant legislation to support our case considerations. Our decisions will always draw on the themes of fairness and objectivity, and our technical understanding of equality law can be relevant in our client responses.

Our people

We want to create a workforce that reflects the diversity of our clients and the population as a whole. We’ll continue to be, and to be seen as, an inclusive employer by ensuring there’s a diverse mix of people at all levels of the organisation - as well as attracting a diverse range of people to work here. To support our aims of building communities and encouraging talent and diversity within our staff.