

Diversity and Equal Opportunity Policy

Aspect is committed to creating an inclusive culture, a diverse workforce, and a healthy work environment in which all employees are treated fairly, are respected and have the opportunity to contribute to the success of the company, whilst having the opportunity to achieve their full potential as individuals.

Diversity at Aspect is expressed through our shared commitment to equality and the treatment of all individuals respectfully.

Diversity may result from a range of factors: origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors.

It is the responsibility of all Aspect Management to create an environment where:

- There is tolerance of difference and employees are always treated fairly and with respect and dignity.
- The ability to contribute and access opportunities is based on merit.
- Inappropriate attitudes or behaviours are confronted, and any instance of inappropriate behaviour is taken seriously.

To achieve this commitment, Aspect will:

- Employ people on the basis they are the best person to perform duties for that position. Where applicants for a position are of equal standing, Aspect will consider diversity in determining which applicant to appoint to the position.
- Provide equal opportunity in respect to employment and employment conditions including recruitment and selection, training, career advancement and support.
- Promote and ensure gender equity by ensuring all employees have the opportunity to succeed in their role, differences are valued, and its processes are free of gender bias.
- Ensure no gender pay gap for people in particular roles across the business with the same capability and experience.



Justin Giblett - Director
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