

## Introduction:

**RAM Universal Ltd** is committed to creating and maintaining a work environment that promotes diversity, equity, and inclusion for all employees. We believe that a diverse workforce enhances our creativity, productivity, and ability to provide outstanding services to our clients. We also believe that all employees should be treated with respect and dignity, free from discrimination, harassment, and abuse of any kind.

## Principles:

Our diversity, equity & inclusion policy is based on the following principles:

- We are committed to creating a workplace culture that values diversity, equity, and inclusion and celebrates the differences among our employees.
- We are committed to providing equal employment opportunities for all employees, regardless of their race, ethnicity, gender identity, sexual orientation, religion, age, disability, or any other characteristic protected by law.
- We are committed to preventing discrimination, harassment, and abuse in the workplace, and providing a safe and respectful work environment for all employees.

## Engagements:

To ensure that our principles are put into practice, we make the following engagements:

- We will actively recruit and hire a diverse workforce that reflects the communities we serve.
- We will provide all employees with training and resources to prevent discrimination, harassment, and abuse, and to promote diversity, equity, and inclusion.
- We will review our policies, practices, and procedures to ensure that they promote diversity, equity, and inclusion and do not have any unintended discriminatory impact.
- We will hold all employees accountable for their conduct in the workplace and take appropriate action if they engage in discriminatory or harassing behaviour.
- We will listen to the concerns and feedback of our employees and take appropriate action to address them.
- We will communicate our commitment to diversity, equity, and inclusion to all employees, clients, partners, and stakeholders.

## Qualitative Objectives:

To achieve our commitments, we have established the following qualitative objectives:

- To create a workplace culture that values and celebrates diversity, equity, and inclusion.
- To recruit and hire a diverse workforce that reflects the communities we serve.
- To provide all employees with training and resources to prevent discrimination, harassment, and abuse, and to promote diversity, equity, and inclusion.
- To review our policies, practices, and procedures to ensure that they promote diversity, equity, and inclusion and do not have any unintended discriminatory impact.
- To hold all employees accountable for their conduct in the workplace and take appropriate action if they engage in discriminatory or harassing behaviour.

- To foster an inclusive work environment where all employees feel valued, respected, and empowered to reach their full potential.

**Quantitative Targets:**

To measure our progress towards achieving our qualitative objectives, we have established the following quantitative targets:

- Increase the diversity of our workforce by 25% in the next three years.
- Conduct annual training on diversity, equity, and inclusion for HR and senior management.
- Conduct a review of our policies, practices, and procedures every two years to identify areas for improvement.
- Ensure that at least 90% of employees report feeling respected and valued in our employee engagement survey.

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Robert James  
Managing Director

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Richard James  
Managing Director