

WHARTON GLOBAL EQUALITY, DIVERSITY AND INCLUSION POLICY

Date: August 2026

1. Purpose and Scope

Wharton Global Limited is committed to promoting equality, diversity and inclusion (EDI) throughout our organisation and in the work we undertake with our clients, candidates and other stakeholders.

We aim to create an inclusive environment in which people from all backgrounds are treated with dignity, fairness and respect, different perspectives are valued, and individuals are able to participate and contribute without discrimination or unnecessary barriers.

This policy applies to everyone working for or on behalf of Wharton Global, including employees, directors, contractors, consultants, associates, temporary workers, interns, agents and other third parties acting on our behalf.

It also informs our approach to the occupational psychology, assessment, recruitment, coaching and development services we provide to clients and participants.

This policy does not form part of any employee's contract of employment and may be amended from time to time.

2. Our Commitment

Wharton Global is committed to providing equal opportunities and preventing unlawful discrimination in accordance with the Equality Act 2010.

We will not unlawfully discriminate because of:

- Age.
- Disability.
- Gender reassignment.
- Marriage or civil partnership.
- Pregnancy or maternity.
- Race, including colour, nationality and ethnic or national origin.
- Religion or belief.

- Sex.
- Sexual orientation.

These are the protected characteristics recognised under the Equality Act 2010.

Our commitment to inclusion extends beyond the minimum requirements of the legislation. We also recognise that individuals may experience barriers relating to factors including neurodiversity, socio-economic background and other personal circumstances or characteristics.

We are committed to maintaining an environment free from discrimination, harassment, bullying and victimisation, in which everyone is treated with dignity and respect.

3. Our Approach

We seek to embed equality, diversity and inclusion into the way we work, both internally and in the services we provide.

We are committed to:

- Making employment and professional opportunities available fairly and on merit.
- Making decisions objectively and without unlawful discrimination.
- Creating an inclusive working environment in which different perspectives and experiences are respected.
- Identifying and removing unnecessary barriers to participation.
- Making reasonable adjustments for disabled people where required.
- Considering accessibility and inclusion when designing and delivering assessments and other professional services.
- Challenging discrimination, harassment, bullying and other inappropriate behaviour.
- Working with clients and partners in a way that supports fair and inclusive practices.

4. Unlawful Discrimination

Wharton Global does not tolerate unlawful discrimination.

Unlawful treatment may include:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic.
- **Indirect discrimination** – applying a provision, criterion or practice that places people sharing a protected characteristic at a particular disadvantage and cannot be objectively justified.
- **Harassment** – unwanted conduct related to a relevant protected characteristic that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.
- **Victimisation** – subjecting someone to a detriment because they have raised, supported or been involved in a complaint or other protected act under the Equality Act 2010.
- **Discrimination by association or perception** – treating someone unlawfully because of their association with a person who has a protected characteristic or because they are perceived to have a protected characteristic.
- **Failure to make reasonable adjustments** – failing to take reasonable steps to remove or reduce a substantial disadvantage experienced by a disabled person where the duty to make such adjustments applies.

Discrimination may occur during employment, recruitment or the provision of services. Everyone working for or on behalf of Wharton Global is expected to behave in a way that supports the principles of this policy.

5. Equal Employment Opportunities

Wharton Global is committed to avoiding unlawful discrimination throughout employment, including recruitment and selection, training and development, promotion, pay and benefits, performance management, disciplinary procedures and redundancy.

Requirements for roles will be based on the skills, experience, qualifications and other factors genuinely necessary to perform the role effectively.

Candidates will be assessed objectively against relevant requirements, with reasonable adjustments made where appropriate.

Employment and progression decisions will not be based on protected characteristics or other irrelevant factors.

6. Inclusive Assessment and Professional Practice

As an occupational psychology consultancy, we recognise our particular responsibility to consider equality, fairness and accessibility in the design and delivery of our professional services.

We aim to ensure that assessments, interviews and other selection or development processes are appropriate for their intended purpose and do not create unnecessary barriers for participants.

Our practitioners will exercise appropriate professional judgement when selecting, administering and interpreting assessment methods and will consider reasonable adjustments and accessibility requirements where relevant.

We will work constructively with clients to support fair and inclusive assessment and people practices while maintaining the professional integrity and validity of the services we provide.

7. Reasonable Adjustments

Wharton Global will make reasonable adjustments for disabled people where required under the Equality Act 2010 and will consider appropriate adjustments to remove barriers experienced by candidates, employees and participants.

We encourage individuals to tell us about any adjustments they may require so that these can be considered appropriately.

Depending on the individual and the activity involved, adjustments may include:

- Additional time for an assessment.
- Accessible assessment or interview locations.
- Adjustments to font size, format, colour or contrast.
- Large-print or Braille materials.
- Screen readers or other assistive technology.
- A reader or other appropriate support.
- British Sign Language interpretation.
- Providing information or interview questions in advance where appropriate.
- Adjustments to the format or delivery of an assessment or interview.

Adjustments will be considered on an individual basis. Their purpose is to remove or reduce disadvantage and enable individuals to demonstrate their capabilities fairly.

8. Responsibilities

Everyone working for or on behalf of Wharton Global has a responsibility to support equality, diversity and inclusion and to comply with this policy.

Managers are responsible for promoting an inclusive working environment, making fair and objective decisions and responding appropriately to concerns raised within their teams.

Those involved in recruitment, assessment and the delivery of professional services have an additional responsibility to consider fairness, accessibility and reasonable adjustments when designing and delivering their work.

9. Communication and Awareness

Wharton Global will ensure that employees and relevant contractors are made aware of this policy and understand their responsibilities.

Additional guidance or training may be provided where appropriate, particularly for individuals involved in recruitment, assessment, management or the delivery of professional services.

We will keep our approach to equality, diversity and inclusion under review and seek to improve our practices where appropriate.

10. Breaches of this Policy

Everyone working for or on behalf of Wharton Global is expected to comply with this policy.

A breach of this policy may result in appropriate action in accordance with the company's disciplinary procedures or relevant contractual arrangements.

Serious incidents may also result in further action where required by law or applicable professional obligations.

11. Reporting Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment, bullying, victimisation or other behaviour inconsistent with this policy should raise their concern as soon as possible.

Concerns can be reported to:

- Your line manager.
- The Managing Partner.
- Another member of management where it would not be appropriate to raise the concern with your normal reporting line.

Concerns will be taken seriously and, where possible, treated confidentially.

No individual will be penalised for raising a genuine concern in good faith.

12. Responsibility for the Policy

The Managing Partner has overall responsibility for this policy and for ensuring that Wharton Global's approach to equality, diversity and inclusion remains appropriate to the nature and size of the organisation.

Managers are responsible for supporting the implementation of this policy within their areas of responsibility and ensuring that employees and contractors understand their responsibilities.

The policy will be reviewed periodically and following any significant change to the company's operations or relevant legal or professional requirements.

13. Approval

Document Owner	Natasha Addis, Commercial Director
Approved by	Neville Wharton, Managing Partner