

Next Phase Recruitment Diversity Statement

Everyone is Valued

Next Phase is committed to creating and nurturing a culture where inclusiveness is second nature, not an initiative. We will always strive to have a work environment where everyone feels included, valued and respected, celebrating the diversity of our employees and partners.

Our Diversity & Inclusion programme has 3 main goals:

- **Attracting & Onboarding** – to create a workforce that is broadly reflective of the community as a whole.
- **Engaging & Developing** – to support all our employees in building their skills to work in an inclusive manner with one another and the wider community.
- **Building the Culture** – to build a welcoming workplace where all our employees recognise that their, and everyone else's, unique characteristics, skills and experiences are respected, valued and celebrated.