

## **Diversity and Inclusion Policy**

### **Venture Simulations Ltd / VSL – ‘The Company’**

#### **Policy Overview**

Venture Simulations Ltd (VSL) is committed to the principles of diversity, equality of opportunity and inclusion, and recognises the importance of adhering to these principles at all times. Our Purpose and Values statement on our website ([www.simventure.com](http://www.simventure.com)) reinforces these principles. Diversity, equality and inclusion all form a positive approach that recognise people are different and bring their own unique contribution, experience, knowledge and skills to the organisation.

VSL promotes dignity and respect for all, and an environment where individual differences and the contributions of all employees are recognised and valued. VSL will not unlawfully discriminate against any individuals including those with protected characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation in line with the Equality Act 2010. This policy is written in accordance with all legal requirements, ACAS guidance and best practice.

#### **Applying the Policy**

We recognise people who work with us and those who use our services are individuals with different needs. We will always strive to ensure all individuals who fit the criteria for employment or access to our services have the chance to access and benefit from what VSL can offer.

The Equality Act 2010 sets out the legislation around equality, including what is required of employers in the UK. The aim of this policy is to ensure VSL operates in line with this legislation and to ensure no stakeholder is unfairly or unlawfully discriminated against. This policy applies to all areas of our work. And it is a condition of employment that all employees respect and act in accordance with this policy. All employees are asked to read this policy.

Colleagues are responsible for familiarising themselves and acting in accordance with this policy. Managers ensure this policy is communicated to all colleagues and where required provide advice and guidance to regarding their conduct along with sources of available support.

VSL has a zero-tolerance approach to any form of discrimination.

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VSL will maintain records of gender, ethnic origin, age and disability for all employees and for internal and external job applicants. Relevant information will be collected and stored in line with the Data Protection Act 2018 (GDPR) and our Privacy policy is published on our website.

VSL is committed to achieving an inclusive and diverse team and to providing equal opportunity and access for all. In applying this policy we seek to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This policy will be reviewed annually and made available to all colleagues.

For further information, please read our Terms and Conditions that are published on the SimVenture website – <https://simventure.com/>

