



Diversity, Equity and Inclusion policy

Strengthening our commitment to Diversity and Inclusion

2024

Diversity, Equity and Inclusion statement

Introduction

Fide Partners ('the Company') is dedicated to fostering a diverse, equitable, and inclusive workplace, recognising that these values are not only essential to our success but also for the well-being and personal growth of our employees.

We are committed to going beyond legal requirements by integrating Diversity, Equity, and Inclusion (DEI) into all aspects of our operations. Diversity fuels innovation and strengthens our ability to serve a global client base. Our goal is to create an environment where everyone can succeed and diverse perspectives are actively encouraged, valued, and respected.

We will continue to support our leaders, managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

This policy outlines our ongoing commitments and the concrete steps we will take to build and sustain an inclusive culture and ensure equal opportunities for all.

Purpose

Fide Partners ('the Company') recognises that discrimination and victimisation are unacceptable and that it is in the interests of the Company and its employees to utilise the skills of the total workforce. It is the aim of the Company to ensure that no employee or job applicant receives less favourable facilities or treatment and to not unlawfully discriminate based on the protected characteristics outlined in the [Equality Act 2010](#): which include:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We are committed to opposing and avoiding all forms of unlawful discrimination, which includes, but is not limited to, the following areas:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Therefore, we are committed to opposing all forms of unlawful and unfair discrimination or victimisation. This policy aims to promote inclusivity and ensure equality and fairness in all aspects of our operations.



Equality and Diversity at Fide Partners

Our vision

Fide Partners fosters diversity and inclusion through bias-free recruitment, continuous development, and flexible work options. Though the company doesn't have formal Diversity, Equity and Inclusion (DEI) programs or Employee Resource Groups (ERGs), it celebrates diversity by acknowledging special dates and fostering a culture of inclusion. Employees are regularly exposed to DEI matters as well as having access to development platforms to enhance their hard and soft skills.

On that note, leadership is committed to diverse teams and ensures decision-making processes are inclusive. Open communication, feedback mechanisms, and transparent evaluations drive continuous improvement, helping create an equitable workplace where everyone feels valued and supported.

Policy scope

This document applies to all employees, whether part-time, full-time or temporary. All employees will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be based on aptitude and ability.

All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Modern Slavery statement

Fide Partners ('the Company') is committed to combating modern slavery and human trafficking in all its forms. We recognise our responsibility to uphold human rights throughout our operations and supply chain. The company:

- Prohibits any form of forced labour, human trafficking, or slavery within our business and supply chain.
- Conducts regular risk assessments to identify potential areas of exposure to modern slavery practices.
- Implements due diligence processes to ensure our suppliers and partners adhere to ethical labour practices.
- Provides training to our employees on recognising and reporting signs of modern slavery.
- Encourages open communication and protects whistleblowers who report concerns related to modern slavery.
- Commits to continuous improvement in our policies and practices to address modern slavery risks.

We believe that everyone deserves to work in safe, fair, and legal conditions. Nicoli Consulting Ltd will take prompt action to address any instances of modern slavery identified within our sphere of influence and cooperate fully with relevant authorities to combat this global issue.

Fide Partners commitment



Fide Partners ('the Company') is committed to opposing all forms of unlawful and unfair discrimination or victimisation, to ensuring equal access to growth and development opportunities for all employees, focusing on merit-based decisions and removing barriers to advancement. Breaches of our equality policy are treated as misconduct and may lead to disciplinary action. Additionally, we are committed to continue providing ongoing support through training to promote diversity and inclusion, emphasising the responsibility of all staff to prevent bullying, harassment, and unlawful discrimination, fostering a diverse, inclusive, and equitable workplace for everyone.

When does this policy apply

1. Recruitment

Selection for employment at Fide Partners will be based on aptitude and ability. Where possible, Fide Partners will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

2. Training

Employees may also be required to participate in training and development activities occasionally to promote this policy's principles.

3. Promotion

All promotion decisions will be made on the basis of merit and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

4. During employment

The benefits, terms and conditions of employment and facilities available to Fide Partners employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

5. Third parties

Third-party harassment occurs when a Fide Partners SL employee is harassed, and the harassment is related to a protected characteristic, by third parties, such as clients or customers. Fide Partners SL will not tolerate such actions against its staff, and the employee concerned should inform their manager/supervisor at once that this has occurred. The Company will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

Implementation and next steps

This section outlines the responsibilities, monitoring practices, and disciplinary procedures related to upholding a culture of inclusivity and preventing discrimination.



Responsibilities of Staff



Monitoring



Our disciplinary and grievance procedures

Fostering Inclusivity in every role in our day-to-day

Partners and Line Managers are responsible for ensuring compliance with this policy and taking steps to prevent discrimination within their teams. All staff share day-to-day responsibility for following the policy, upholding inclusivity, and reporting any discriminatory practices. Partners and LMs must ensure their teams understand the policy, address grievances promptly, and maintain a non-discriminatory environment.

The Chief of Staff monitors compliance, while all employees must take personal responsibility, avoid discriminatory actions, and notify management of any inappropriate behavior.

Ensuring progress through continuous oversight

The company will regularly monitor and review its policies to ensure compliance with equality, diversity, and inclusion standards. Information on staff involvement in key processes such as disciplinary, grievance, and harassment cases is maintained, and equality impact assessments will be conducted when necessary. If assessments show underrepresentation or lack of progress within certain workforce groups, an action plan will be created to address these gaps.

Additionally, the company will review recruitment, selection, and employment practices to remove any discriminatory elements and ensure alignment with current legal and regulatory standards. Regular workforce data monitoring also supports these efforts.

Setting standards through accountability

The company enforces a strict approach to breaches of the Diversity, Equity and Inclusion policy, which will be handled according to the Code of Conduct. This includes with whom an employee should raise a grievance – usually their Line Manager or the Chief of Staff. Serious violations, such as intentional discrimination, may result in dismissal for gross misconduct.

Declaration and sign-off

At Fide Partners, our Diversity, Equity, and Inclusion policy reflects our commitment to upholding the standards of the Equality Act and fostering a workplace where respect, dignity, and inclusivity are integral to our culture. We are dedicated to ensuring that everyone—regardless of background or personal circumstances—is treated with fairness and respect.

This Diversity, Equity and Inclusion (DEI) policy has been reviewed and signed off by the board of directors (or equivalent management body).

Sign-off

Signed on behalf of the Supplier:



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