



Our Diversity,
Equity, Inclusion
& Accessibility
Policy



SRI Executive
Search & Consulting

Our Policy

SRI Executive is committed to encouraging equity, diversity, inclusion and accessibility (“DEIA”), and eliminating discrimination of any kind.

We are proud that SRI Executive has driven diversity, equity, inclusion, and accessibility in hiring and organisational strategy for the global development communities we serve. We are equally committed to maintaining this approach within our own teams. We have seen first-hand that a multicultural approach, which embraces differences of thought and experience, delivers a multitude of benefits to organisations across a range of sectors.

We have built this policy to ensure that our team is truly representative of all sections of society and our clients, ensuring that each team member feels encouraged to celebrate their differences. Our company values of commitment, collaboration, acting with integrity and genuineness are rooted in our DEIA policy. We ensure we strive to and live these values everyday.

We recognise that a “one-size-fits-all” approach to managing people does not achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, SRI Executive strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience or education. Harnessing the wide range of perspectives this diversity brings, promotes innovation and helps make us more creative and competitive.



Our global team comes from 22 different countries



70% of our senior management are women



We speak 31 major languages



60% of our team are from low-and-middle income countries



Our Policy

We strive to provide the assistance and access required to team members so that they are not marginalised by their difference, but provided with a space to contribute to our goals and aspirations.

As an organisation that addresses the DEIA concerns of our clients on a daily basis, SRI Executive appreciate more than most the ever-evolving nature of considerations around DEIA, and the need to adapt our policy in recognition of the views of marginalised communities as and when they come to light. We are fully committed, not only to this policy as set out below, but to the continuous process of growth and learning in this area, including any amendments required to the policy to reflect such changes.

Our Definitions of DEIA

Diversity

The differences that exist between all people, such as race, gender, ethnicity, socioeconomic class, sexual orientation, age, education, nationality, marital status, religion or belief, employment status (interim, part time, contractor, full-time, etc.), mental and physical ability or appearance, and learning styles. A successful organisation recognises and embraces these differences, allowing every team member to be their whole selves while at work, instead of calling for homogeneity of identity.

Equity

Ensuring that all individuals are treated fairly and justly, providing the systematic assistance needed to guarantee all team members have the same opportunities and the resources necessary to access them. An organisation must recognise that each person has a unique set of circumstances and may require different assistance and support to access the same opportunities as other team members.

Inclusion

A proactive, continuous effort to not simply recognise difference, but actively encourage and facilitate sharing of perspective, collaboration and involvement in the organisation from all team members. Ensuring that everyone knows that their differences are valued by their colleagues, creating an environment where team members feel respected for who they are.

Accessibility

Providing the assistance and support individuals need in order to fully participate in an organisation, no matter their mental or physical ability. Adjusting existing systems and policies to best serve everyone in the organisation and ensuring a swift and effective response when additional support or adjustments are needed to address a disability. An organisation must recognise that when its environment and systems are accessible, usable, and convenient, they benefit everyone in the organisation.



Diversity

Our Commitment to Diversity

We are committed to fostering a diverse and inclusive workplace. We believe that diversity brings a variety of perspectives, experiences, and ideas that drive innovation and better decision-making. We recognise that creating a diverse workforce requires intentional effort and a willingness to challenge biases and remove barriers to access. We are dedicated to attracting and retaining employees from diverse backgrounds, including those from underrepresented groups, and providing them with opportunities to grow and thrive in our organisation. We also aim to create an environment where all employees feel valued and supported, regardless of their background or identity. Our company value of genuineness underpins our commitment to diversity to ensure that all employees have a safe space to be their authentic selves. Our commitment to diversity is a fundamental part of our organisational culture, and we strive to continuously improve our efforts to create a more inclusive and equitable workplace.

Promoting Diversity in SRI Executive

- We ensure a safe and collaborative working environment where individual differences are welcomed and the contributions of all are recognised and valued.
- We make opportunities for training, development, and progress available to all on an equitable basis, so that all team members are helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise efficiency.
- We make decisions concerning team members based on merit.
- We review the make-up of the workforce regarding race, gender, ethnicity, socioeconomic class, sexual orientation, age, education, nationality, marital status, religion or belief, employment status (interim, part time, contractor, full-time, etc.), mental and physical ability or appearance, learning styles, and all other differences and aim to encourage diversity, inclusion and accessibility in our hiring wherever possible.

Measuring and evaluating diversity efforts

We understand the importance of measuring and evaluating diversity efforts.

- To measure diversity efforts, we track metrics such as representation, diverse hires and promotions, retention rates, and employee satisfaction.
- We evaluate the impact of diversity initiatives on our overall performance, including productivity, innovation, and financial performance.
- We use both quantitative and qualitative data to assess the effectiveness of our diversity initiatives.
- Regularly measuring and evaluating our diversity efforts helps us stay accountable, foster an inclusive workplace culture, and attract and retain a diverse workforce.





Equity

Our Commitment to Equity

We are committed to promoting equity and eliminating discrimination and bias in our workplace. We believe that all employees should have equal opportunities to succeed and be treated fairly, regardless of their background, identity, or any other characteristic. We aim to create an environment where everyone feels valued and respected, and where differences are celebrated.

Promoting Equity in SRI Executive

Eliminating discrimination and bias:

- We provide training to employees on recognising and addressing unconscious biases.
- We establish a zero-tolerance policy for discrimination and harassment.
- We take all complaints of bullying, harassment, victimisation, or discrimination by fellow team members, clients, or suppliers seriously. Such acts will be investigated as misconduct under our bullying, harassment, grievance, and/or disciplinary procedures, each of which has been provided to each team member, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- We review hiring and promotion processes to ensure they are fair and unbiased.
- We evaluate pay and benefits to ensure they are equitable for all employees.

Promoting equal opportunities and fair treatment:

- We make decisions concerning team members based on merit.
- We develop policies and practices that promote equal opportunities for all employees, including those from underrepresented groups.
- We provide professional development opportunities to help employees grow and advance in their careers.
- We offer mentorship programmes to support employees in reaching their full potential.
- We establish transparent performance evaluation processes that are based on objective criteria.
- We create a culture of respect and inclusivity that values diversity and fosters collaboration.

Providing reasonable accommodation and flexibility:

- We establish policies and procedures for providing reasonable accommodations to employees with disabilities or other needs.
- We consider flexible work arrangements, such as hybrid working or flexible schedules, to support employees with diverse needs.
- We provide resources and support to employees who are caregivers or have other personal responsibilities.
- We work with employees to identify reasonable accommodations that will enable them to perform their job duties.
- We regularly review and evaluate accommodation requests and adjust as needed to ensure continued effectiveness.

Our commitment to inclusion

We are committed to fostering an inclusive environment that welcomes and values the contributions of all individuals. We recognise that everyone has unique experiences, perspectives, and ideas, and we believe that embracing diversity leads to better decision-making, creativity, and innovation. Our goal is to create a culture of respect and inclusivity where everyone feels supported and empowered to reach their full potential. We are dedicated to promoting equity and eliminating barriers to inclusion in all aspects of our organisation, including our hiring processes, training programmes, and employee development opportunities.

Inclusion in SRI Executive

Fostering a culture of inclusion:

- We provide regular training on diversity and inclusion to all employees.
- We encourage employees to share their perspectives and ideas, and to respect and value the contributions of others.
- We celebrate diversity and promote cultural awareness through events, activities, and programmes.
- We create an environment where employees feel comfortable raising concerns and reporting incidents of discrimination or bias.

Promoting respectful communication and behavior:

- We establish policies and guidelines for respectful communication and behavior, and ensure that all employees are aware of these expectations.
- We provide training on effective communication, conflict resolution, and active listening through leading 3rd party training providers to support respectful interactions between employees.
- We hold all employees accountable for their behavior, and take appropriate action to address any incidents of disrespectful or inappropriate behavior.





Accessibility

Our Commitment to Accessibility

We recognise that accessibility is essential to creating an inclusive and equitable environment and ensuring that everyone has equal access to our products and services. Our goal is to provide an accessible experience for all users, regardless of their abilities. We strive to exceed accessibility standards and guidelines, and we continuously evaluate and improve our products and services to ensure they meet the needs of all users.

Accessibility at SRI Executive

Removing barriers to access:

- We conduct regular accessibility audits to identify any barriers to access in our services, and physical spaces.
- We prioritise the implementation of accessibility features and improvements based on the feedback of users with disabilities.
- We provide accommodations and flexibility for employees and partners who require them, such as assistive technology, flexible work conditions, and alternative formats for materials.
- We train our employees to be aware of accessibility needs and how to provide support to individuals with disabilities.
- We work with experts in accessibility and disability advocacy to ensure that we are taking appropriate steps to remove barriers to access.

Ensuring compliance with accessibility standards:

- We comply with relevant accessibility laws and regulations.
- We regularly review and update our accessibility policies and practices to ensure compliance with the latest standards and guidelines.
- We provide ongoing training to our employees on accessibility standards and how to implement them in their work.
- We engage with disability organisations to gain feedback and insights into how we can improve our accessibility efforts.



Responsibilities

Roles and Responsibilities:

- **Management:** Management have a responsibility to create and maintain a work environment that supports diversity, equity, inclusion, and accessibility, and to hold their teams accountable for upholding these values.
- **DEIA Representative:** Identify actions to address DEIA issues and lead SRI Executive's work and initiatives in this area. The DEIA Representative must act as a liaison between management and all team members and therefore cannot form part of the management team. Team members are welcome and encouraged to request assistance or policy changes to address issues of DEIA through the DEIA Representative or directly to the management team, whatever makes them most comfortable.
- **Employees:** All employees are responsible for upholding our commitment to diversity, equity, inclusion, and accessibility in their work, behavior, and interactions with colleagues, partners and stakeholders.
- **Clients/Partners:** Clients/Partners have the right to receive accessible products and services and to provide feedback on their experiences with our organisation.
- **Suppliers:** We expect our suppliers to uphold the same values of diversity, equity, inclusion, and accessibility in their products, services, and interactions with our organisation.

Reporting and Accountability:

- We fulfil all our duties and responsibilities regarding equality as an employer under Irish employment legislation, including the Employment Equality Acts as amended.
- Any new company policies or requirements will be reviewed before implementation to ensure they are not discriminatory.
- We provide channels for employees and customers to report incidents of discrimination, harassment, or bias, and we take these reports seriously.
- We hold all employees and stakeholders accountable for their behaviour and actions, and we take appropriate action to address any incidents of discrimination or bias.
- We regularly monitor and evaluate our diversity, equity, inclusion, and accessibility efforts to ensure that we are making progress towards our goals.
- We provide regular reports and updates on our diversity, equity, inclusion, and accessibility efforts to our employees, customers, and stakeholders to promote transparency and accountability.
- We review this policy on an ongoing basis to assess how it works in practice, considering and taking action to address any issues.

How we help our partners

We are proud to be recognised as the port of call for our clients when seeking to hire diverse candidates or to hire candidates through a process that ensures DEIA principles are adhered to. We also commit to the following principles in terms of our hiring:

- We do not discriminate based on any characteristic outlined in our definition of Diversity.
- We advise our partners on how to craft job advertisements so that they are applicable to all people, using language that welcomes all applicants by focusing solely on the objective job requirements and key competencies. We avoid stereotypically masculine terms.
- We consistently check for bias embedded in our processes for screening applications, interviewing applicants, and extending offers.
- We always include outreach to passive candidates in our recruitment process and pursue increased diversity in our research, so that underrepresented individuals do not unnecessarily rule themselves out of a role where they don't fully meet the requirements in the job advertisement.
- We source diverse candidates using specific strategies including identifying candidates via diversity institutions.
- We evaluate every candidate consistently using a competency based approach and the same structured questions to standardise the interview process to reduce the impact of unconscious bias on decision-making.





Conclusion

We believe that these commitments to DEIA represent our best effort to become an active participant in driving change internally within our organisation, as an example to others, and through external communications and work with our clients.

We have a keen interest in diversity, equity, inclusion and accessibility, demonstrated by and within our team and the work that we do, so we are eager to continue to grow and to learn more about the issues. We continuously update this policy as our insights and understandings evolve.

The policy is fully supported by senior management and has been agreed with the DEIA Representative as a representative of the broader team.



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