

Cultivate

Diversity, Inclusion & Equity Statement

Cultivate is committed to creating an inclusive, tolerant, fair, and psychologically safe workplace. We celebrate multiple approaches and points of view.

Cultivate embraces individuality, celebrates diversity, and supports equity through every interaction with colleagues, candidates, clients, and networks. This applies to all forms of diversity, including neurodiversity, and we will employ and promote you based on your abilities, rather than any perceived disabilities. We are committed to continued learning in this area, alongside altering our practices where needed to ensure everyone feels valued and accepted, during every interaction with Cultivate. We believe harnessing cognitive diversity drives innovation, which allows us to constantly evolve the way we help people grow and thrive by connecting potential and opportunity.

Our company values strongly represent and portray our stance on Diversity, Inclusion and Equity - be you, champion different, own it, do right by people, be humble and have fun. We encourage people to bring their whole, authentic selves to work and in return we commit to creating and nurturing a culture of respect, acceptance, and equality, for both seen and unseen uniqueness.

Discrimination, Bullying & Harassment Policy

We are committed to creating a positive and inclusive workplace culture that does not tolerate discrimination, bullying, exclusion or harassment in any form whilst on assignment or in the Cultivate offices (this includes via social media, and any other type of cyber bullying, discrimination, or harassment) This policy applies to all Cultivate people employees, contractors, customers, clients, visitors, and other stakeholders.

If you are unhappy or uncomfortable due to the behaviour of another person towards you or someone else whilst on assignment with Cultivate, and you think there may be discrimination, bullying or harassment going on, please speak to your Cultivate Consultant immediately. Please ensure you thoroughly document as much detail as possible, depending on the situation (time, location, people involved) as this will assist in any potential investigations so we can support you in the best way we can.

Breaching these terms may result in disciplinary action, which may include the ending of your employment, and/or be treated as serious misconduct, and may have legal consequences.

Examples of what discrimination, bullying and harassment is not:

- Ending an assignment as per the terms under clause 3 in your CEA, or the inability to offer ongoing work, given you are being employed on a casual "as required" basis, which means Cultivate will only offer work as and when it is available.
- Legitimate feedback about behaviour or work performance (expressed in a respectful and professional manner);

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- Issuing reasonable instructions in line with delegated authority and expecting them to be carried out;
- Warning or taking disciplinary action in line with legitimate performance management procedures or potential breaches of your agreement;
- One-off or occasional and infrequent instances of genuine forgetfulness, rudeness or tactlessness - this may still need to be addressed however.