

DIVERSITY AND INCLUSION STATEMENT

Clearswift believe that inclusion, equality and diversity are about valuing all of our employees wherever they are located and whatever role they do.

Clearswift is an equal opportunities employer and we take this very seriously. Clearswift will not discriminate on grounds of sex, marital status, ethnic origin, colour, nationality, disability or any other grounds of discrimination, such as sexual orientation, age etc.

Our clients are diverse and we believe our workforce should reflect that, as this enables us to design products which meet their needs. By drawing on different perspectives we not only are able to create the right products but enhance the quality of decision making and improve our customer services. Consequently, we aim to attract, hire and retain diverse talent.

All our employees have a responsibility to create an environment which values equality, diversity and inclusion. This involves:

- Treating everyone with dignity and respect
- Valuing everyone's contributions
- Challenging discriminatory behaviour
- Identifying and removing barriers to working in the IT industry
- Championing diversity and inclusion in the IT sector