

Disruptive Talent group ltd recognizes that diversity and inclusion drive creativity and innovation: they are an essential ingredient at the front of a successful company. We are committed to prioritising diversity and inclusion and taking the necessary steps to constantly monitor & be proactive in this vital dialogue & action. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected & able to thrive & progress personally & professionally.

To that end, this policy provides a framework of equality and fairness for all in our employment. It expresses our commitment to meritocracy & not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief, or sexual orientation.

This policy applies to employed and freelance staff and people working on and off-screen. All freelancers and employees, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, whether as a member of staff or on a freelance basis, will be based on aptitude and ability. Access to opportunities for promotion, training, or any other benefit will also be based on aptitude and ability. All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the creativity and success of the company.

We will:

- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the industry as a whole, or in particular job roles in the industry.
- Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Identify and take opportunities to increase the diversity of casting decisions
- Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off-screen.
- Actively seek to increase the diversity of our talent networks.
- Create an environment in which individual differences and the contributions of all our staff and freelancers are recognized and valued.
- Ensure every employee and freelancer can work in an environment that promotes dignity and respect for all. We will not tolerate any form of discrimination, intimidation, bullying, or harassment.
- Ensure training, development, and progression opportunities are available to all staff.
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We will monitor the success of this policy regularly and review our progress at least once a year. We have developed an action plan to help us implement this policy/achieve our specific diversity goals/targets, the person who is responsible for ensuring this action plan is implemented is Jay Harris.

This policy is fully supported by the senior management of the company. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.