



C4i Equality, Inclusion & Fair Treatment Statement

Our commitment

The owner and directors of Consult4Impact Ltd (C4i) are personally committed to equality, inclusion and fair treatment in the way C4i operates, makes decisions and works with others.

We believe people should be treated with dignity and respect and should have a fair opportunity to participate, contribute and succeed.

We also recognise that fair treatment does not always mean treating everyone identically. Different people may face different circumstances, barriers or disadvantages, and an equitable response may sometimes be needed to achieve a fair outcome.

Our principles

C4i will seek to:

- treat people fairly, respectfully and with dignity;
- oppose discrimination, harassment, victimisation and prejudicial treatment;
- avoid decisions being influenced by irrelevant assumptions or stereotypes;
- recognise and, where reasonable and proportionate, address barriers that may disadvantage particular people or groups;
- make appropriate adjustments where these support fair access or participation;
- use respectful and inclusive language and communications;
- consider different perspectives where decisions may affect workers, clients, suppliers, partners, beneficiaries or communities;
- act when we become aware of behaviour or practices that are inconsistent with these principles.



How we apply these principles

Our workplace and working relationships

We aim to create a working environment in which people are treated fairly, can contribute openly and are respected as individuals.

Clients and consultancy work

We will consider whether our advice, recommendations or working practices could unnecessarily exclude or disadvantage particular people or communities. Where relevant, we will encourage clients to consider the interests of people affected by organisational, procurement, governance or investment decisions.

Suppliers, partners and associates

We expect those working with C4i to conduct professional relationships fairly and respectfully. Relevant ethical, social and inclusion considerations may form part of our due-diligence and decision-making processes.

Communications

We aim to communicate in a way that is respectful, inclusive and appropriate to the audience, and to avoid unnecessary stereotyping or prejudicial representation.

Equality and equity

C4i is committed both to equality of treatment and opportunity and to the principle of equity.

We recognise that identical treatment can sometimes perpetuate disadvantage. Where appropriate and proportionate, we will take account of different needs, circumstances and barriers when deciding how best to achieve a fair outcome.

Discrimination and unfair treatment

C4i will not knowingly discriminate against or unfairly disadvantage someone because of their identity, background or personal circumstances.

This includes the protected characteristics recognised by the Equality Act 2010 — age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity,



race, religion or belief, sex and sexual orientation — but our commitment to fair treatment is not limited only to conduct prohibited by law.

Concerns will be considered seriously and proportionately, taking account of the circumstances, evidence and potential impact.

Responsibility and accountability

The owner and directors are responsible for maintaining these principles and for considering equality, equity and inclusion in relevant C4i policies, decisions and working practices.

Concerns can be raised through C4i's Stakeholder Grievance & Complaints Procedure.

We will review this statement periodically and update it where our experience, stakeholder feedback or business activities indicate that changes are appropriate.

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