

POLICY FOR:

All employees

Gender, Equality, and Inclusion Policy**PUBLISH DATE:**

Dec 2023

REVIEW DATE:

Dec 2024

SIGNED BY:Mitchell Anderson,
Managing Director**Purpose**

At Urban Intelligence, we are committed to fostering a diverse, inclusive, and equitable workplace where all individuals are valued, respected, and provided with equal opportunities for growth and advancement. We recognise the importance of promoting gender equality and inclusion across all aspects of our organisation, including hiring practices, workplace policies, and community engagement efforts. Our Gender, Equality, and Inclusion Policy outlines our commitment to upholding these principles and ensuring a supportive environment for all employees, clients, and stakeholders.

Non-Discrimination and Equal Opportunities

Urban Intelligence is dedicated to providing equal opportunities for all employees and applicants, regardless of gender, race, ethnicity, age, sexual orientation, disability, religion, marital status, or any other characteristic protected by applicable laws. We do not tolerate discrimination or harassment of any kind and are committed to fostering an inclusive workplace where diversity is celebrated and respected.

Gender Equality in Hiring and Promotion

We strive to maintain gender balance and diversity across all levels of our organisation. In recruitment, hiring, and promotion processes, we evaluate candidates based on their qualifications, skills, and experience without regard to gender or other irrelevant factors. We actively seek to identify and address any barriers to gender equality within our workforce and implement strategies to promote diversity and inclusion.

Support for Work-Life Balance

Urban Intelligence recognises the importance of supporting employees in achieving a healthy work-life balance. We offer flexible work arrangements and supportive measures to accommodate diverse needs and responsibilities outside of the workplace. We encourage open communication and collaboration to ensure employees feel empowered to manage their work commitments effectively while prioritising personal well-being and family responsibilities.

Training and Awareness Programs

We provide training and educational opportunities to raise awareness of gender equality, diversity, and inclusion issues within our organisation. Our employees participate in workshops, seminars, and diversity training sessions designed to promote understanding,



empathy, and cultural competence. We encourage ongoing dialogue and engagement to foster a culture of inclusivity and mutual respect.

Community Engagement and Social Responsibility

Urban Intelligence is committed to supporting gender equality and inclusion initiatives in the communities where we operate. We actively engage and direct our research with local organisations, non-profits, and advocacy groups working to address gender-based disparities, empower marginalised groups, and promote social justice. Through our partnerships, research, and engagement efforts, we strive to contribute positively to the advancement of gender equality and inclusion both within and beyond our organisation.

Accountability and Continuous Improvement

We hold ourselves accountable for upholding the principles of gender equality, diversity, and inclusion outlined in this policy. Our leadership team regularly monitors progress, evaluates outcomes, and identifies areas for improvement. We welcome feedback from employees, clients, and stakeholders to ensure that our policies and practices align with our commitment to fostering a culture of respect, equality, and inclusion.