



EQUALITY, DIVERSITY & INCLUSIVITY STATEMENT

OUR COMMITMENT

At i-Transport LLP we commit to providing a workplace that is equal, diverse and inclusive. We recognise the power that diversity brings and we seek to offer an environment which is free from barriers such as discrimination and harassment, enables individuals to feel valued and that offers flexibility to allow people to flourish.



We firmly believe that we are only as good as our people and it is our individual beliefs and values that make us who we are. Our success is driven by the combination of our entire team and it is our myriad differences and views that enable us to ensure we provide our team with the a positive environment and to ensure that the advice we give our clients is the very best it can be.



As a Practice we support the Chartered Institution of Highways and Transportation's (CIHT) Diversity and Inclusion Charter which means we are actively committed to making a difference both within our own Practice and across the wider transport industry. We invest in our people through health and wellbeing, skills and training and through initiatives which are aligned to our Equality, Diversity and Inclusivity (EDI) goals with a view to making a difference in the field of transport.

Our full EDI policy is currently in development and will be published over the next 12 months. It is currently being developed upon a foundation which seeks to embed EDI as integral to our everyday activities. We fundamentally believe that without an inclusive environment, diversity cannot succeed which is why we have made the decision to build our wider policy in the consciously targeted order of:

- 1) **Equality**, defined as fairness;
- 2) **Inclusivity**, defined as removing barriers and not excluding anybody; and
- 3) **Diversity**, defined as the range and variety of individuals that we have and that we hope to have as part of our team as we grow.

We want everybody to be able to participate fully and achieve their potential and we welcome applications from innovative thinkers who are driven by a desire to be part of a fully inclusive team. Our EDI Working Group was established in late 2021 with a remit to champion diversity across our team, our networks and our industry. We also follow a structured programme of giving back to those less fortunate than ourselves and are proud to hold a Platinum Award for Payroll Giving.