

## **Equality, Diversity and Inclusion (EDI) Policy**

### **STATEMENT OF INTENT**

Platforms for sustainable cities and regions Ltd is committed to ensuring equality, diversity and inclusion in its aims for city development and the diversity of its staff members through a compassionate, caring and trustful approach.

We believe that every individual is unique, deserves happiness, respect and feel of accomplishment. Every individual is able to add great value to society and the workplace.

We believe that People with different backgrounds and abilities should have equal opportunities and access to city services and the job market. Therefore, promoting diversity, inclusion and equality of opportunity are at the core of Platforms' values; how we understand our contribution to society as a company, our services to clients and our quality as a work place.

Platforms complies with the Equality Act 2010 to ensure that our recruitment, training and promotion policies and procedures are transparent, faire and equal.

We are fully committed to enabling a supportive working environment that is equitable, diverse and inclusive, based on an understanding of individual abilities and mutual respect and trust.

We see difference and diversity as a strength.

We want to empower all our staff members and help them engage with their passions and aspirations. We are also committed to acknowledging their contribution, crediting and rewarding them for their work.

In line with Platforms' aims and passion for promoting inclusive, sustainable cities for all, the Director of Platforms is committed to supporting new staff members with diverse abilities and conditions, especially women and new staff members on the Autistic Spectrum Condition.

Our Inclusion Policy aims to help all our future staff members to unfold, develop professionally and reach their full potential, regardless of their sex, gender, age, disability, marital status, race, religion or belief, sexual orientation, ethnic or national origins, political beliefs and socioeconomic background.

We consider equality of opportunity essential for Platforms' culture, ethos and performance, and for our society and human values.

We will ensure these qualities in any future employment in our company and make sure to reflect these ethos in any collaboration we undertake and all projects addressing city development.

Platforms will prioritise collaborations that respect and encourage these ethos.

We will concretise these policy aims as our company grows with more staff and projects, and will review and revise this policy at regular intervals.



**Founder & Director of Platforms**  
**Dr. Roudaina Alkhani**

15 May 2018: Initial Policy Document.  
15 October 2021: Reviewed and updated by Dr.  
Roudaina Alkhani