



DIVERSITY, EQUITY & INCLUSION PLEDGE

MADE BY GIANTS®

DIVERSITY, EQUITY AND INCLUSION AT THE GIANTS

Diversity, equity and inclusion is at the top of most HR agendas - but do you ever sense an air of emptiness? At Made By Giants, we genuinely want inclusion to not only run through our veins, but throughout every thing we do. It's not just about ticking boxes. When we talk about inclusion and diversity, we think you should know exactly what we mean by it.

So we're not here to tell you why we are diverse, you won't see any stats, generalisations or empty promises. No ifs, no buts. No dancing around the point.

We're going to set out what it means and hold ourselves to that - and we expect you to hold us to it as well.

Inclusion means...

- › Not just accepting but actively celebrating all differences that make us unique
- › Learning from each other
- › Not putting anyone in a box or category (e.g. BAME)
- › Always striving to be better and more informed
- › Talking about diversity both internally and externally
- › Taking responsibility
- › Only working with partners who believe in inclusion
- › All work to be created with awareness and sensitivity to all individuals

Being equitable means...

Speaking up when no one else will. It's listening when someone's story needs to be heard. It's being impartial when all someone's felt is bias. It's the realisation that everyone's background is different and brings value in equal and unique ways. It's using empathy and understanding to create equal opportunities for all. Being equitable is GIANT.



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Diversity...

Goes beyond the colour of our skin, our age, sexual orientation or gender. We want diversity of thought, and that is only possible through a diverse workforce. Giant ideas come from each and everyone of us.

What does this mean in real life?

- › If you need to take annual leave because of a religious or cultural holiday, it does not count towards your annual holiday allowance
- › Flexible working applies to everyone (e.g. If you are fasting for Ramadan, you can change your hours during that period if you wish)
- › Flexible working also applies to location - if your family home is abroad and you'd like to work there for a bit, go for it!
- › Mental health days - mental health illnesses should be treated as a physical illness would. Rest, rest, and more rest
- › Be the change you want to see - that means we have someone looking at all of our work (internal and external) with a specific lens on diversity, equity and inclusion. They will call anyone out - including ALL Giants and even our partners
- › Ensuring all candidates are given equal consideration, everyone's journey to us is unique and special - and we see it that way
- › Those GIANT moments in life are supported and understood - whether that's studying, moving home, adopting a child, moving countries, or compassionate leave for a miscarriage, or a friend in need
- › Opportunities for everyone from all stages and walks of life - no matter their age, health, or background

As Giants, we speak Swahili, Portuguese, Romanian, German, English and two Nigerian dialects.

Our ages range from the 20s to the 60s. Our life experiences make us who we are, how we think and they help our creativity.

Asante kwa kusoma, Obrigado por ler, Mulțumesc că ai citit, Danke fürs Lesen, Thank you for reading.