SIMONSENTS & COMPANY

Diversity, Equity & Inclusion

A commitment to dignity, fairness, belonging and opportunity.

Our commitment

Simonsents & Company seeks to build a professional environment where people are treated with dignity, can contribute meaningfully and are assessed fairly. We value diversity of experience, perspective, skill and background because better decisions benefit from respectful challenge and different points of view.

Fair opportunity

Recruitment, development, assignments, recognition and progression should be based on relevant capability, performance, potential and transparent criteria. Reasonable steps should be taken to reduce avoidable barriers and widen access to opportunity.

Respectful and inclusive culture

Harassment, bullying, discrimination and retaliation are inconsistent with our values. People should be able to participate, ask questions, offer constructive disagreement and raise concerns without intimidation. Leaders are expected to model respectful behaviour and address concerns responsibly.

Accessibility and participation

We aim to make workplace practices, communications and learning opportunities accessible and to consider reasonable adjustments where appropriate. Inclusion is a shared responsibility, supported by leaders, colleagues and the systems through which we work.

Accountability and continuous improvement

We will seek to review our practices, listen to feedback and improve how we attract, develop and retain talent. Any measurement or public reporting should be evidence-based, privacy-conscious and consistent with applicable law. Concerns should be raised through approved channels and handled with discretion.

Document status: Proposed policy statement. Requires review against applicable law and internal procedures, leadership approval and confirmation of reporting and accountability arrangements before formal publication.