

MM-Eye Ltd Diversity, Equity, and Inclusion (DEI) Policy

Purpose

At MM-Eye, we believe diversity, equity, and inclusion are fundamental to a thriving, innovative, and sustainable workplace. This policy sets out our commitment to fostering an inclusive environment where all Partners feel respected, supported, and empowered to contribute fully, regardless of background, identity, or circumstances.

Our Commitment

MM-Eye is an equal opportunity employer. We provide equal employment opportunities to all qualified individuals and do not tolerate discrimination or harassment on the basis of race, colour, national origin, ethnicity, ancestry, alienage, sex, gender, gender identity, gender expression, sexual orientation, age, creed, religion, marital or partnership status, pregnancy, parental or caregiver status, physical or mental disability, neurodiversity, medical condition, military or veteran status, family care leave status, status as a victim of domestic violence, sexual assault, or stalking, genetic information, height, weight, or any other protected classification, in accordance with applicable laws.

We are committed to:

- Building a diverse workforce that reflects the communities and clients we serve.
- Promoting equity by removing barriers to opportunity and advancement.
- Creating an inclusive environment where everyone feels they belong, can thrive, and contribute fully.
- Ensuring fairness in recruitment, hiring, training, development, promotion, and all employment practices.
- Acting promptly on any concerns regarding discrimination, harassment, or exclusion.

Scope

This policy applies to all MM-Eye Partners, Directors, contractors, and stakeholders. It covers all aspects of employment, including recruitment, selection, training, promotion, pay and benefits, flexible working, and career development.

Our Approach

- **Inclusive Culture:** We encourage open dialogue, respectful behaviour, and learning. Discrimination, harassment, or exclusionary practices have no place at MM-Eye.
- **Fair Recruitment:** We ensure job opportunities are accessible and inclusive, removing bias and using fair, objective criteria to assess candidates.
- **Development and Progression:** We provide opportunities for all Partners to grow their careers, including access to training, mentorship, and leadership development.
- **Flexible Working:** We recognise the importance of flexibility, supporting diverse working patterns that help Partners balance their work and personal lives.

- **Accountability:** The Board of Directors is responsible for ensuring this policy is followed. All Partners have a role to play in upholding these values. Concerns can be raised with a Director, and they will be addressed with fairness, confidentiality, and sensitivity.

Review and Continuous Improvement

This policy will be reviewed annually to ensure it reflects best practices, feedback from our team, and evolving needs. MM-Eye is committed to learning and evolving our approach to DEI, ensuring we remain a workplace where everyone can belong and succeed.