



**Foundations**  
EXECUTIVE SEARCH

## Our Diversity, Equity, and Inclusion Policy

We at Foundations Executive Search are committed to creating a diverse, equitable, and inclusive workplace culture, not only for ourselves, but also for our clients and the wider tech industry.

We believe that diversity, equity, and inclusion (DEI) are not only moral imperatives, but also the foundation of good business. As a recruitment company, we recognize our responsibility to help our clients improve their own hiring practices through consultancy, and we aim to champion best practice, equity, and supporting women in tech.

To this end, we have developed the following DEI policy:

- 1. Recruiting Practices:** We are committed to recruiting candidates from diverse backgrounds and with a range of perspectives, experiences, and abilities. We will not discriminate against any candidate based on their race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, or any other characteristic. We will actively seek out candidates from underrepresented groups in the tech industry, including women, people of colour, people with disabilities, and LGBTQ+ candidates. We will use inclusive language in our job postings and marketing materials to encourage a diverse applicant pool.
- 2. Training:** We will provide our team with regular DEI training and education to ensure that our recruiters and consultants are equipped with the knowledge and tools necessary to support a diverse and inclusive workplace culture. This training will cover topics such as unconscious bias, inclusive hiring practices, and creating a more welcoming workplace culture. We will also offer training and advise our clients to help them understand how to recruit and hire diverse talent, and how to create an inclusive workplace culture.
- 3. Consultancy:** We will work with our clients to help them improve their own hiring practices through consultancy. This will involve advising them on best practices for recruiting diverse candidates, conducting bias-free interviews, and providing a more inclusive candidate experience. We will also help them to create job descriptions that are free from biased language and to develop inclusive hiring processes. In addition, we



will provide our clients with resources and support to help them create a more diverse and inclusive workplace culture.

4. **Championing Women in Tech:** We recognize the underrepresentation of women in the tech industry and are committed to championing women in tech. We will actively seek out qualified female candidates for roles and encourage our clients to do the same. We will also work with women in tech organizations and towards hosting events that promote gender diversity and equality. Additionally, we will provide mentorship and professional development opportunities for women in tech to support their career growth and advancement.
5. **Inclusive Workplace Culture:** We are committed to creating an inclusive workplace culture that values and respects diversity – Providing a safe and welcoming environment for all employees and clients, regardless of their race, gender, sexual orientation, or any other characteristic. We will also foster a culture of respect, collaboration, and open communication, where everyone can feel heard and valued. In addition, we will also regularly solicit feedback from our employees and clients to ensure that we are creating an inclusive workplace culture.
6. **Accountability:** We will regularly monitor and evaluate our DEI initiatives to ensure that we are making progress towards our goals. We hold ourselves accountable for promoting diversity, equity, and inclusion in our own organization and in the tech industry more broadly. This will be achieved through tracking metrics such as the diversity of our candidate pool and the diversity of our placements to ensure that we are making progress towards our goals. A regular review will be conducted to ensure our policies are updated to ensure that it reflects our commitment to creating a more diverse, equitable, and inclusive tech industry.

At Foundations Executive Search is committed to improving our own team and creating the best working environment possible as well as supporting our candidates and clients alike, and believe by promoting diversity, equity, and inclusion, we will create a better workplace culture, improve business performance, and drive innovation.

We acknowledge that this is an ongoing journey both for us as an organisation and for the industry in general but we will continue to learn, grow, and evolve as we work towards our goal of creating a more vibrant, sustainable and resilient tech industry.