



Made In Manchester Ltd,  
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## Diversity & Inclusion Policy

### **Diversity and Inclusion vision**

MIM recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. MIM is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity and Inclusion management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

MIM believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the *best* people to do the *best* job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions MIM to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

MIM is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

## **Recruitment**

As a global player, MIM recruits people from all around the globe. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. We have established outreach programmes to identify talented women and individuals from under-represented backgrounds for recruitment. We provide 2 scholarships for promising young women and under-represented status students with the potential to become high achieving professionals in MIM.

## **Career development and promotion**

MIM rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

## **Community programmes**

MIM recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. MIM is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents. MIM combats discrimination in the wider community through partnerships with community based groups.

## **Diversity and Inclusion champion**

Our commitment to diversity is led by our diversity champion Marverine Cole who's job it is to identify issues and ensure a good balance and representation to reflect diversity both on and off air. She is also responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the company.

## **Diversity and Inclusion practices**

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

MIM provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Childcare assistance
- Mentor programmes

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