



Company Name: NXGN
Document Type: Equality and Diversity Policy
Topic: Equality and Diversity

Revolutionising Recruitment

NXGN is committed to eliminating discrimination and encouraging diversity amongst our workforce. NXGN aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in or employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination. All employees of NXGN whether part-time, full-time or temporary, will

be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All NXGN employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

NXGN's Commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with employee representatives.

This policy will be monitored and reviewed annually during the Management Review Meeting.

This Equality & Diversity Policy Statement has been approved & authorised by:

Name: Helal Ahmed

Position: Operations Manager

Date: 06/11/23