



## DIVERSITY & INCLUSION POLICY

Brightwater Recruitment provides recruitment consultancy services for a range of national and international companies encompassing both the public and private sector. Established in Ireland in 1998, Brightwater is now one of the leading recruitment consultant companies with offices in Dublin.

Brightwater are committed to the adoption and implementation of all procedures and steps necessary in creating and continuing to foster diversity and inclusion across all aspects of the business landscape.

We encourage the undertaking of all aspects necessary in adhering to stringent procedures to ensure that employees, clients and candidates are privy to working as part of an equitable workforce.

We encourage the advocacy of an environment within which people feel safe, valued and secure and subsequently reach their full potential on both a professional and personal level. We whole heartedly believe that groups with diversity tend to be more innovative, creative, hard-working and stronger at problem solving.

Brightwater continuously audit and review our existing frameworks to ensure that appropriate and inclusive systems are and continue to be in place.

Brightwater continuously monitor and incorporate environmental, societal and sectoral changes into the framework of our service delivery so that decisions regarding diversity and inclusion are up-to-date and reflective of timeframe in question.

We advocate for workplace inclusion and employ a variety of means and methods to best fit the nature, variety and approach of all Brightwater employees. Brightwater recognise and value difference in those we represent, regulate, employ and engage.

Be it in talent development, hiring processes, pay, work practice or company communication methods, Brightwater strive to implement diversity and inclusion programmes across all company areas. We aim to ensure that employees feel included and valued irrespective of their differences.

We have in place a number of mandates that each highlight the importance of upholding integrity, ethics, group morale and respect in every business transaction, service delivery and function associated with the Brightwater group.

We fully understand and serve as a continuous reminder the importance of creating a long-standing, long term culture of inclusion and commitment to continue to grow these processes over the foreseeable future.

We recognise the effect and impact that diversity and inclusion can and should have on every person within every business function. We take a coherent, integrated and collaborative approach in managing and progressing every aspect of Brightwater diversity and inclusion agenda.

Be it through events held, reminders sent or the general standard of mutual respect and appreciation we expect to be upheld in service delivery and employee relations, Brightwater aims to support and empower all those associated with the group in any way to explore, understand and develop practices and approaches that embrace diversity, equality and inclusion and through doing this, create a working environment and corporate culture that people are proud of.

Person responsible for policy:

**Brightwater Board**

DUBLIN

   [brightwater.ie](https://www.brightwater.ie)

  
**Brightwater**  
GROUP