

## **Equality & Diversity policy statement**

Cryptofintech Limited is a professional organisation committed from the outset to eliminating discrimination and promoting equality and diversity in its own policies, practices and procedures and in those areas in which it has influence.

We recognise that every person is an individual with different needs, preferences and abilities. We aim to reflect this diversity in everything we do, including making our services inclusive and accessible to people from all sections of the community, and attracting and retaining a diverse workforce.

Cryptofintech believes that discrimination denies human dignity and should be actively opposed.

Diversity means difference, variety and multiplicity. It implies an approach to tackling inequality stemming from discrimination based on the following protected characteristics:

1. sex,
2. disability,
3. age,
4. gender reassignment,
5. marriage and civil partnership,
6. pregnancy and maternity,
7. race, ethnic or national origin,
8. religion, belief or
9. sexual orientation.

### **A diversity approach implies not simple toleration but respect for, and celebration of, how and what we are because of all our differences.**

Cryptofintech aims to treat people fairly, with respect and with dignity. We will not tolerate discrimination, victimisation or harassment. We aim to value differences positively. Cryptofintech believes that harnessing different life experiences, attributes and contributions will make Cryptofintech a more effective organisation and a better place to work.

Cryptofintech will make equality and diversity an integral part of our work. This means making sure that all aspects of what we do such as policies, plans, practices and procedures, reflect and incorporate equality objectives and targets where appropriate.

Responsibility for promoting, implementing and reviewing our policy rests first with the company directors. All directors, staff, contractors and suppliers will be expected to play their part in seeking to ensure that the policy is promoted and adhered to in their appropriate areas of responsibility and influence.

In pursuance of our policy we will:

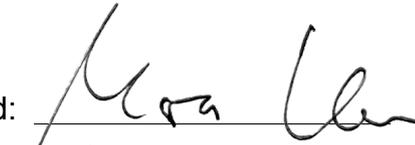
1. Increase awareness within the organisation of the needs of diverse groups.
2. Work towards having a workforce that positively represents the local community.

3. Work towards removing all barriers (including physical, organisational, procedural) obstructing or preventing people with protected characteristics from fully benefiting from the work of Cryptofintech.
4. Periodically review our policy and procedures to ensure they are compliant with:
  - all relevant EU and UK legislation,
  - the UK Equality Act 2010 and its protected characteristics,
  - the UK Human Rights Act 1998
  - and the Inclusion Strategy for Cornwall
5. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the UK Equality Act 2010.
6. Advance equality of opportunity between people who share a protected characteristic and those who do not.
7. Foster good relations between people who share a protected characteristic and those who do not.
8. Keep under review our recruitment procedures and employment terms and conditions to ensure that they fully reflect our policy.
9. Examine whether there is a need to encourage recruitment of staff with protected characteristics.
10. Examine our services and activities to ensure that they reflect the needs of people facing disadvantage through their protected characteristics.
11. Ensure that no member of staff, director, contractor, supplier or the users of our services are exposed to or experience any form of discrimination from Cryptofintech.
12. Ensure effective and appropriate monitoring and reporting of Equality and Diversity policy matters.

Cryptofintech will provide sufficient resources, equipment, information, instruction and training to plan, carry out, monitor and review this policy.

We will annually review how our policy has been working and make alterations or additions to our policy as necessary. We will produce a **Equality & Diversity Action Plan** that will detail the specific measures that Cryptofintech will take to implement and monitor our policy, which will also be reviewed annually.

This policy has been endorsed by the board of directors which gives its full support to its implementation.

Signed:  Date: 15/08/2016  
Name: Marcus Kern Position: CEO  
On behalf of Cryptofintech Limited