



Socially aware    www.intelectuk.com

People are at the heart of Intelect's success

Intelect is an Diverse and Inclusive workplace we expect that all employees, other workers and our supply chain will actively engage with our policies, processes and standards which are essential to and reflective of our core values.

Our core values are about creating a working environment and delivering services that are;

- Genuine
- Exceptional
- Innovative
- Involved

People Policy Statement

At Intelect™ we believe that our success is a direct result of the people that work for us. Established over 20 years we strive year on year to be an employer of choice and we strongly embed our core values in all that we do.

Intelect™ are signatories to the UN Global Compact is the world's largest corporate sustainability initiative, meaning that we have committed to supporting its 10 principles. These principles cover human rights, labour standards, steps to safeguard the environment and anti-corruption measures.

Intelect™ is accredited with Disability Confident, the UK government scheme, to promote equal opportunities for persons with temporary and permanent disabilities during recruitment and advancement and in 2019 we also became signatories to the Armed Forces Covenant affirming a proud commitment to those who serve, Veterans and their families.

Commit to Equality, Diversity & Inclusion, extending this through the whole employee life-cycle and beyond. We provide opportunities in recruitment, remuneration, training and promotion for all our people and adopt a zero-tolerance stance on all discriminatory, threatening, violent, harassing or other inappropriate behavior whether it occurs during work or personal time.

Attract and Recruit the best possible people through our commitment to equal opportunities. We use multiple recruitment channels to help us source candidates from all backgrounds, ensuring robust selection processes through clearly defined job roles, technical and behavioral capability.

Engage, Motivate and Retain by listening to our people through our employee survey, where our people tell us what needs to improve. We firmly believe there is a clear link between highly engaged people and the success of our business. Our aim of annual performance development reviews ensure that our people receive feedback on performance and have the opportunity to agree their objectives and development plans.

Encourage Community Engagement supporting our people to volunteer their time whether for public duties (including STEM mentoring or reservists) or supporting charities and local communities.

Develop the capability and goodwill of our people and are committed to creating a culture where each person is enabled to achieve all that they can. To support this, we have a learning strategy that provides everyone with training and development throughout their career with Intelect. This is an integral part of our future objectives to gain accreditations recognising investment in people, providing external benchmarks of our commitment and progress.

Reward and Recognise our people by valuing each person as an individual. We offer flexible and competitive total reward packages to support that ambition and regularly benchmark our total reward offer to ensure Intelect remains an employer of choice.

Ensure Compliance with pay and employment legislation and as a minimum ensuring all employees are provided with written and understandable information about their employment conditions and each paid period.

Promote Wellbeing whether through careful consideration of informal or formal flexible working requests to improve work life balance or through a variety of occupational health interventions to help maintain a healthy mind and body.

Deter and detect consumption of illicit drugs as well as alcohol consumption that may endanger safety through random and causal sampling. Refer instances of sale and possession of illicit substances to the local peace force.

Promote Safety by prioritising work processes, design of services and work methods that reduce risk on the persons affected.

For an on behalf of Intelect™

John Paul Thompson
Director of Compliance
Company Secretary

Francis Cormican
Managing Director

Reviewed on January 1st 2022

Revision C
IMS-5-POL-0011

