

Diversity, Equity & Inclusion at Porterhouse – our VOICE

At Porterhouse, we understand the importance of diversity, equity & inclusion (DEI), not only in our workplace but also in the work that we do and for the companies and communities we serve.

Our people and their diverse perspectives and experiences are key to our success; therefore, we want to make sure that everyone on the Porterhouse PATH has a **VOICE**. With this in mind, we work hard to:

Value each individual

- We recognise the value that each person at Porterhouse brings (i.e. with LOVE awards and acknowledgements at town hall meetings or on social media)
- We are committed to caring for the happiness and wellbeing of everyone at Porterhouse (i.e. through socials, Porterhouse Connect, Porterhouse Wellbeing Hub and frequent mental health check-ins by our Mental Health First Aid team)

Observe and listen

- We recognise that one of the most important things we can do is to listen to those who have concerns and feedback (i.e. [virtual suggestion box](#), mental health and other surveys)
- We encourage everyone to be part of our DEI work (i.e. everyone is invited to join our DEI group, training and submit suggestions)

Improve representation

- We are working to avoid unconscious bias in our recruitment process and are committed to ongoing training to ensure fairness in our hiring practices
- We provide internal promotion opportunities to help all employees advance into leadership roles

Commit to DEI work

- We ensure that all staff are given the opportunity to take part in DEI training sessions and/or learn from the materials provided at such sessions (e.g. training on accessibility, privilege and unconscious bias)

Encourage a culture of openness

- We encourage transparency at Porterhouse and communicate regularly with staff (i.e. through mental health support, weekly town hall meetings and the 360° review process)



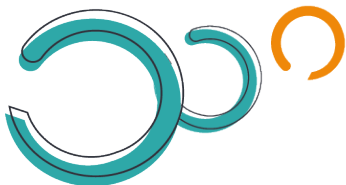
- We encourage staff to include pronouns in their email signatures to help foster more mindful and inclusive interactions, especially as we are a global organisation where gender norms and languages vary

If you have any questions regarding our **VOICE** or DEI initiatives at Porterhouse, please contact: hr@porterhousemedical.com.



Porterhouse is an equal opportunities employer. Our agencies are committed to provide equal employment opportunities to all employees and applicants for employment, regardless of race, colour, religion, sex, gender, gender identity or expression, sexual orientation, genetics, disability, age or parental status. We base all our employment decisions on merit, job requirements and business needs. We aim to provide an open and inclusive work environment that is free from harassment and bullying, and where all employees are treated with respect and dignity.

Porterhouse is part of the SCIRIS Group. For more information on the Group's DEI policy, please visit the [policies and resources page](#) on our website.



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+44 118 913 9100 | porterhousemedical.com

4 Windsor Square, Silver Street, Reading, Berkshire, United Kingdom, RG1 2TH
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