

Equality, Diversity and Inclusion Policy

Who We Are

At Jenny Garrett Global (Reflexion Associates Limited), we drive inclusive leadership and deliver sustainable impact. Inclusivity isn't just something we teach – it's who we are.

We embrace diversity and believe in creating an inclusive and supportive environment for all. We advocate for equal opportunities, respect individual differences, and actively work towards removing barriers that hinder growth and success.

Our Commitment

We're committed to:

- Creating an environment where everyone is valued and respected
- Ensuring our team reflects the diverse communities we serve
- Treating everyone fairly in recruitment, development and progression
- Challenging discrimination, harassment and victimisation wherever we see it
- Providing services that are accessible and inclusive for all clients

The Law

We comply with the Equality Act 2010 and will not unlawfully discriminate based on the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Equity, Not Just Equality

We believe in equity, not just equality. This means recognising that people start from different places and may need different support to achieve the same outcomes.

Decisions about our people are made with equity in mind. We actively work to remove barriers and create fair opportunities for everyone, particularly those from underrepresented groups.

What This Means for Our Work

For our team and associates: We provide equality, fairness and respect. Development opportunities are available to all. We help everyone reach their potential.

For our clients: We design and deliver inclusive programmes. We challenge bias and champion diverse perspectives. We help organisations build cultures where everyone thrives.

Anti-Racism

We're committed to being actively anti-racist. We don't just avoid racism – we challenge it. We're committed to:

- Creating a work environment that celebrates diversity and fights racism in all forms
- Engaging in initiatives that promote education and action against systemic racism
- Holding ourselves accountable and being open about our progress

Taking Complaints Seriously

We take all complaints of discrimination, harassment or victimisation seriously. Anyone who experiences or witnesses such behaviour should report it. We will investigate thoroughly and take appropriate action.

Everyone's Responsibility

Everyone who works with us – employees, associates and partners – is responsible for upholding this policy and contributing to an inclusive environment.

Signed: Jenny Garrett OBE

Date: December 2025

Next review: December 2026