



Diversity & Inclusion Statement 2025



Statement

As an organisation, Twenty7tec is committed to proactively fostering an environment of inclusion and equality for employees and customers. We believe that we have a responsibility to do more than react to current social movements, and that true equality and diversity comes from actively engaging in the promotion and utilisation of teams that encourage individuality, understanding, and innovation.

We challenge our leadership to invest time to understand and know the individuals that form their teams, and to create opportunities for contributions that will be listened to and responded to.

We commit to continually seeking further education and providing training and development to all our employees on topics that enable everyone to contribute to building a safe, secure and diverse company.

Intention

Twenty7tec recognises that having a diverse workforce across gender, ethnicity, age, and neurodiversity is beneficial for ensuring that we can engage and relate to all our customers, and for challenging “groupthink” mentality. We understand that this will not be achieved in a single project, but will require continuous learning, redirecting and adapting over a period of time.

It is the intention for Twenty7tec to drive change by implementing actions that provide a considered, fair and meritocratic approach to recruitment and retention. Rather than target quotas and targets, these actions will ensure inclusivity across every possible diversity area.

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Commitments

Twenty7tec commits to:

- △ Analyse every job advert for unconscious bias before posting and write job adverts with inclusivity as a priority
- △ Continually assess job specifications for suitability for flexible working hours, and clearly communicate this in job adverts
- △ Clearly communicate what is an essential skill or experience and what is desirable but not essential. In particular, assess whether qualifications are required and not default to a degree-level qualification being required.
- △ Renew focus on encouraging employees to refer candidates that they know.
- △ Utilise gender-targeted job boards
- △ Set up a formal mentoring scheme
- △ Ensuring that the neurodiverse community is represented within the Wellbeing Team, to educate and provide a point of contact for support.
- △ Ensuring that all interview candidates are provided with an informative document outlining some of the potential requests they can make ahead of the interview process.
- △ Ensuring that e-learning training on neurodiversity in the workplace is made available to all employees.