



True North Collective Equality, Diversity, and Inclusion (EDI) Policy

1. Purpose

True North Collective (TNC) is dedicated to fostering a community that upholds the values of integrity, resilience, and respect for all individuals. Our commitment to Equality, Diversity, and Inclusion is rooted in our belief that every individual who aligns with our values and ethos deserves a place in our community, where they are welcomed and respected.

2. Commitment to Fair Treatment

At TNC, we embrace an inclusive environment where individuals are valued for their alignment with our values and ethos. We believe in fair treatment for everyone who joins or interacts with our community. While skills, qualifications, and achievements are respected and considered, particularly within recruitment and specific roles; however, it is one's alignment with TNC's core principles that forms the foundation of our inclusive approach.

3. Respect for Each Individual

TNC honours the unique experiences and perspectives that each individual brings to our organisation. Our focus is on individual respect and mutual understanding. We treat every person as an individual, valuing their contributions and individuality.

4. Inclusive Practices

We are committed to providing an environment free from prejudice, discrimination, and exclusion. TNC welcomes everyone who embraces our mission and values, regardless of their background, identity, or personal characteristics. We base all decisions on merit and values alignment so everyone in our community feels valued and supported.

5. Legal Compliance

True North Collective complies fully with all UK anti-discrimination and equality laws. This includes fairness in recruitment, service provision, and all areas of our

work. Our policies are regularly reviewed to ensure they meet legal standards and promote equal opportunities for everyone

.6. Policy Review and Updates

This Equality, Diversity, and Inclusion Policy is reviewed annually to ensure it remains aligned with best practice and legal requirements, making updates will be made as needed to uphold our commitment to inclusivity.