



POINTER CONSULTANCY GROUP

EQUITY, DIVERSITY & INCLUSION (ED&I) STATEMENT

At Pointer, we believe that working together we can achieve so much more, and that ED&I is central to our core company values. We comply with the 2010 Equality Act to prevent discrimination against those with protected characteristics but also go beyond tolerance to genuinely appreciate and celebrate difference.

We are a collaborative, reflective organisation, committed to holding ourselves accountable for nurturing a fair and psychologically safe culture. We take collective responsibility for fostering an environment where everyone feels listened to, respected and empowered to contribute. In practice, this enables us to test ideas, fail safely, learn, and continuously improve.

We know that valuing individual differences enables us to solve complex problems and deliver outcomes for our clients. Celebrating and embracing ED&I gives us greater diversity of thought, experience and opinion, all of which drives our innovation and impact as a company.

We seek to create positive community impact and promote the sharing of best practice beyond our organisation. This is embodied through sharing of knowledge and resources for ED&I best practice and acting as champions both within Pointer and our wider community. Pointer is, and always will be, a company that respects and values difference, where every voice matters, and where inclusion drives excellence.