

# RICS Inclusive Employer Quality Mark

Capco has signed up to and is fully supportive of the RICS Inclusive Employer Quality Mark which is dedicated to promoting equality and diversity in the work place.

The six principles of the Inclusive Employer Quality Mark are:-

1. Leadership and vision: Demonstrable commitment at the highest level to increasing the diversity of the workforce.
2. Recruitment: Engage and attract new people to the industry from under-represented groups; best practice recruitment methods.
3. Staff development: Training and promotion policies that offer equal access to career progression for all members of the workforce.
4. Staff retention: Flexible working arrangements and adaptive working practices that provide opportunities for all to perform at their highest levels.
5. Staff engagement: An inclusive culture where all staff engage with developing, delivering, monitoring and assessing the diversity and inclusivity policies.
6. Continuous improvement: Continually refreshing and renewing the firm's commitment to being the best employer; sharing and learning from best practice across the industry.

We are determined to raise the bar when it comes to inclusive employment, so that we attract, nurture and retain the brightest and best talent regardless of gender, social background, religious belief, sexual orientation or disability. Our hiring process is balanced, consistent and fair, and we strive to provide a safe and supportive working environment for all.

