

Equality, Diversity & Inclusion (EDI) Statement

Introduction

Tallant Jones (hereafter referred to as “the Company”) is committed to promoting equality, diversity and inclusion in all aspects of our work. This EDI Statement sets out the steps we take to ensure that our services, interactions and business practices are fair, respectful and inclusive for all individuals we engage with.

Our Business

Tallant Jones is a management consultancy based in the North West of England. We provide consultancy and programmes of delivery to support Employee Engagement, specialising in Organisational Culture, Leadership Behaviours and Team Dynamics. Our commitment to ethical conduct and corporate responsibility is integral to our business operations, and we advocate that our clients, suppliers and associates uphold high standards of fairness, respect and inclusive practice.

Our Policies

The Company has a zero-tolerance approach to discrimination, harassment or exclusion. We are committed to ensuring that equality, diversity and inclusion are embedded in our work. Our policies and practices include:

1. **Inclusive Practice:** We design and deliver services that are accessible and inclusive, using language, materials and methods that respect diverse needs and perspectives.
2. **Accessibility:** We take reasonable steps to accommodate individual requirements, including adapting delivery formats, providing materials in alternative formats where feasible, and ensuring that venues or online platforms support accessibility.
3. **Alignment with Client Standards:** We work in alignment with the EDI frameworks and expectations of our clients, integrating their values and requirements into our planning and delivery.
4. **Associates and Suppliers:** While we operate primarily as a sole trader model, any associates or suppliers engaged by the Company are expected to uphold equivalent standards of equality, diversity and inclusion.
5. **Awareness and Continuous Learning:** We remain informed about developments in EDI best practice and review our approach regularly to ensure it remains effective and relevant.

Supply Chain

The Company recognises the importance of promoting inclusive and ethical practice within our supply chain. We undertake the following actions:

6. **Expectations of Suppliers:** We communicate our expectations regarding equality, diversity and inclusion and encourage suppliers to adopt responsible and inclusive practices.
7. **Risk Awareness:** We remain alert to potential risks of discriminatory or exclusionary practices within our supply chain and take steps to address concerns where identified.
8. **Monitoring:** We reserve the right to review supplier practices to ensure alignment with our standards.

Conclusion

Tallant Jones is committed to upholding the principles of fairness, respect, transparency and inclusion in all aspects of our business. We will continue to take proactive measures to promote equality, celebrate diversity and foster inclusive environments for all individuals we work with.

Approval

This Equality, Diversity & Inclusion Statement has been approved by the Lead Consultant and will be reviewed annually to ensure its effectiveness and relevance.

Signed: Lizz Jones, Lead Consultant

Date: 2nd December 2025

Review date: 30 November 2027