

# Diversity-Equality-Inclusion Policy





# About Our Company

Modern healthcare environment is a very challenging area that demands an experienced partner who can creatively **Think** how to successfully deliver innovative solutions in the **Health** sector using all modern **IT** advancements, while operating on time and on budget, aiming at providing the best possible outcome.

Inspired by the synthesis of key words Health, IT and Think and their combined significance to current demands, HealThink was founded to provide high class research, innovation and development services in the health and social care sector. HealThink realizes the importance of bioethics and the ethical challenges that arise relatively to healthcare and health research, offering full scale bioethics consultancy in the healthcare sector.

# Our Policy

HealThink is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Each employee will be respected and valued and able to give their best as a result.

## Right to Terminate or Amend Policy:

HealThink reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied.



# The Purpose of our Policy is to:

1. Provide equality, fairness and respect for all in our employment

2. Not unlawfully discriminate because of characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including color, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

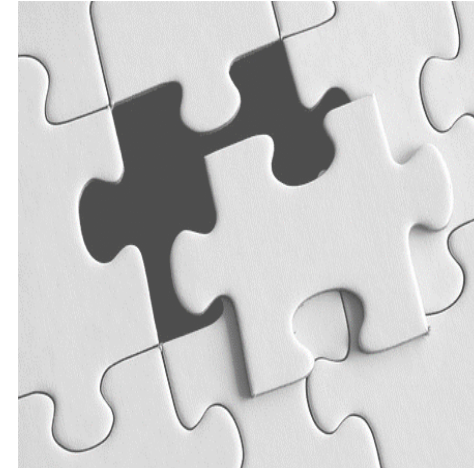
- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities



# Commitments of Board of Directors

The Board of Directors is accountable for specific responsibilities and for achieving outcomes as part of their job performance. They commit to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.



# Responsibilities of Employees

The Policy applies to all employees and anyone conducting work on behalf of HealThink. Their responsibilities include:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.
- Committing to an individual goal as part of annual goals and objectives-setting to help HealThink meet our responsibilities.

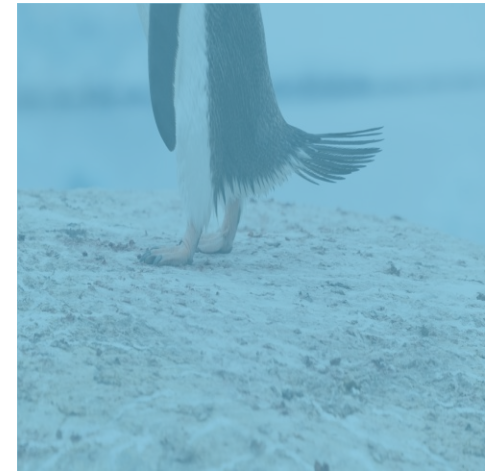
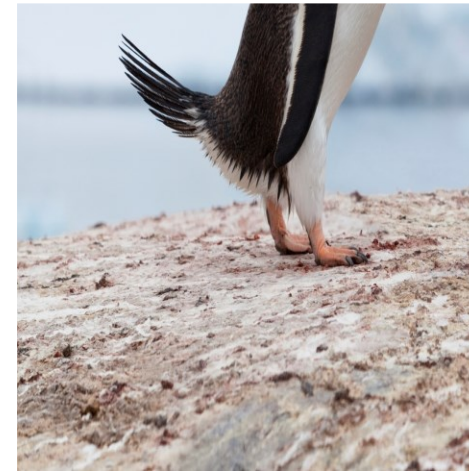
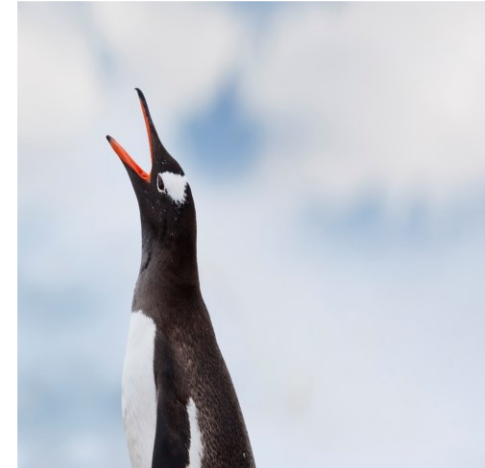
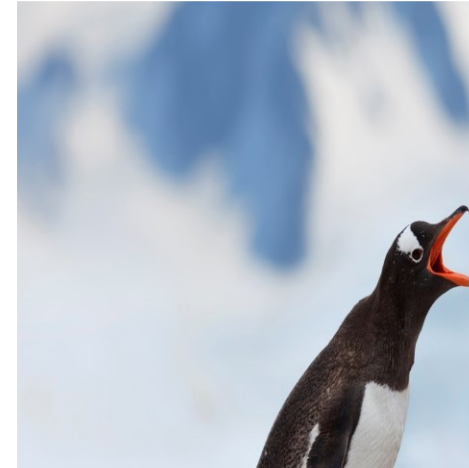
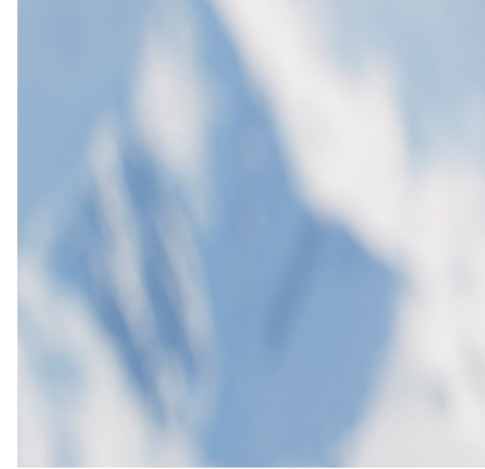
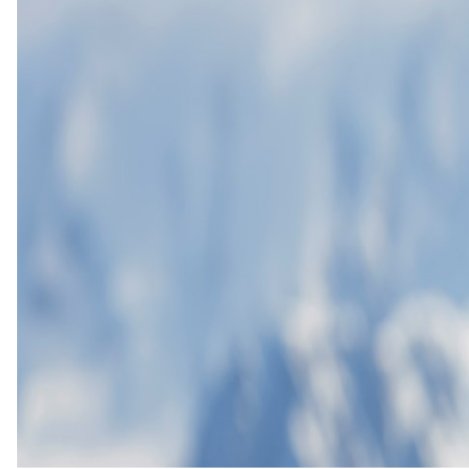
## Consequences::

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.



HealThink is committed to a zero-tolerance attitude to discrimination, harassment and bullying, and will be investing all efforts with all necessary means and budget towards this mission.

If an employee believes that he/she or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly. An employee may make a report either orally or in writing. Concerns can be raised to any member of HealThink management.



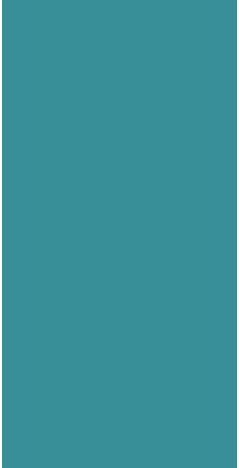


## Get in Touch With Us

 [healthink@healthink.info](mailto:healthink@healthink.info)

 +30 2310 407 200





# HEALTHINK

Medical Research & Innovation

