

Diversity Policy

The mSupply Foundation

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Purpose

This policy formalises our commitments to

- Creating work environments that are equitable and free from discrimination both intentional and unconscious.
- That address tendencies to bias in our own selection processes
- That acknowledges systemic disadvantage that many groups experience

Scope

This is a Foundation-wide policy, applying to all Board members, staff, and contractors of the Foundation.

Background

Diversity encompasses any axis along which humans are distributed. This includes ethnicity, gender, sexual orientation, religious beliefs, political affiliation or belief, gender identity, disability and marital/family status and age. This list is non-exhaustive.

Principles

- Create a culture that celebrates our differences and our shared humanity.
- Ensure there is no harassment or discrimination against any person or group.
- Ensure equal access to all staff to grow their skills and responsibilities, and equal opportunities towards career progression for all staff.
- To ensure that recruitment gives as much opportunity as we are legally allowed to historically disadvantaged groups.

Targets

Board representation

Gender balance (with 10%) by end of 2024

Management

Gender balance (with 10%) by end of 2024

Recruitment and Selection

Maintain current standards of ensuring women and disadvantaged groups are given every opportunity legally allowable to succeed.

Appendices

None

Approval Agency

The mSupply Foundation Board

Contact Person

The following person may be approached on a routine basis in relation to this policy:

Dhanya Herath: Operations Manager

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