



**EQUALITY, DIVERSITY &
INCLUSION
TEMPORARY WORKFORCE
REPORT 2025**

www.fusionpeople.com



EQUALITY, DIVERSITY & INCLUSION

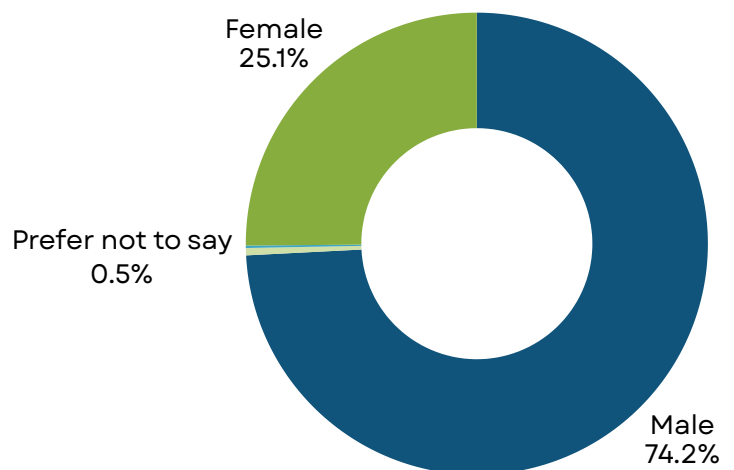
This report outlines the Equality, Diversity and Inclusion (EDI) profile of our temporary workforce. In line with our values, at Fusion People, we are committed to creating an inclusive environment where all individuals are treated equally. Our approach is aligned with the Equality Act 2010 and reflects our responsibility as an employer to eliminate discrimination, advance equality of opportunity, and promote inclusion across all workforce groups.

DEMOGRAPHICS

GENDER

Our temporary workforce demonstrates a varied gender profile, reflecting both industry trends and our commitment to inclusive recruitment practices. While some sectors we operate in, predominantly rail and construction, have historically been male-dominated, we continue to actively promote gender balance by engaging with underrepresented groups and encouraging female participation across all roles. In our efforts to do so, we have seen a 3% increase compared to the previous year.

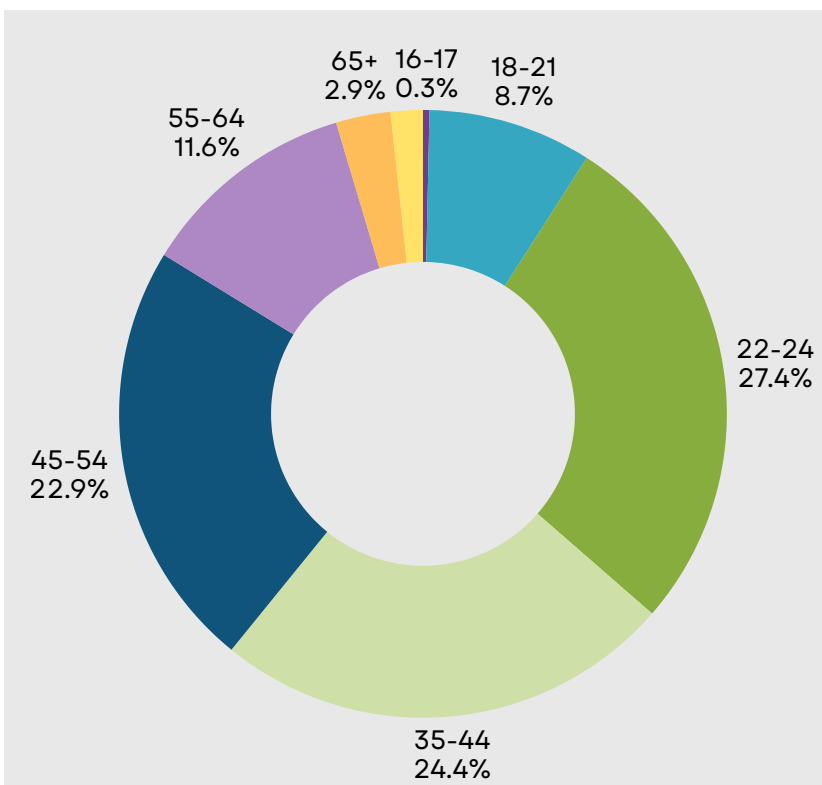
We recognise that improving gender diversity contributes to stronger team performance and innovation. Therefore, we are committed to reducing barriers to entry, supporting flexible working arrangements, and ensuring fair access to opportunities regardless of gender identity. In addition to this, we also produce an annual Gender Pay Gap report to support our commitment to building a diverse, inclusive and high-performing organisation.



AGE

The age distribution of our temporary workforce highlights a multi-generational talent pool, ranging from early-career individuals to experienced professionals. This diversity supports knowledge sharing, mentorship, and organisational resilience.

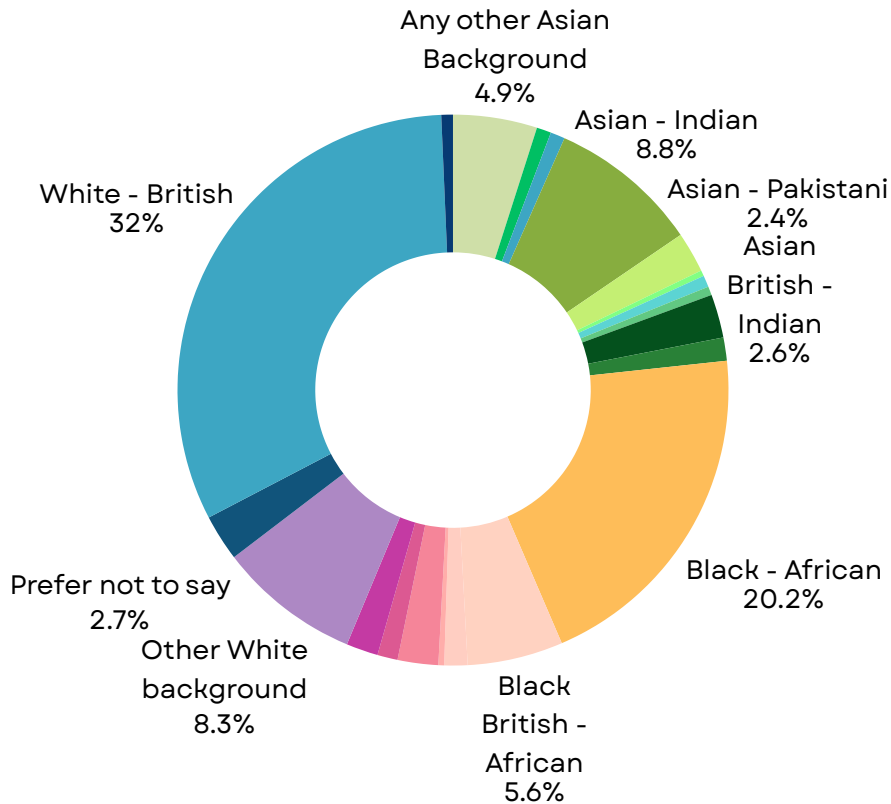
We are committed to ensuring that recruitment and progression opportunities are age-inclusive, with no bias towards any particular age group. Initiatives such as apprenticeship pathways and career development programmes support younger workers, while experienced workers are valued for their expertise and industry knowledge.





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ETHNICITY



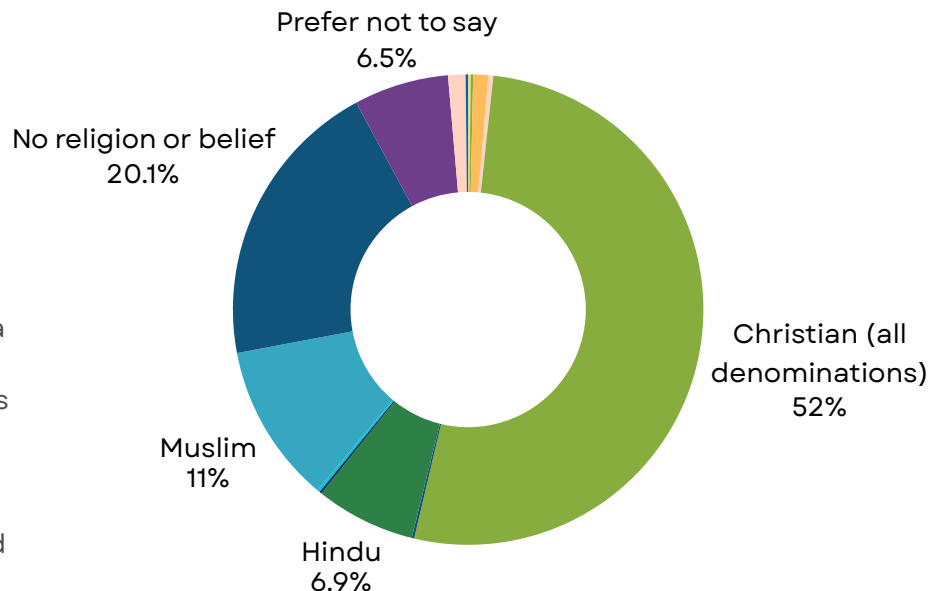
Our workforce includes individuals from a wide range of ethnic and racial backgrounds, reflecting the diverse communities in which we operate. We recognise the importance of representation and actively seek to engage with diverse talent pools to ensure fair access to employment opportunities.

We maintain a zero-tolerance approach to racial discrimination and continuously review our recruitment processes to eliminate bias. Promoting racial diversity enhances cultural awareness, strengthens team collaboration, and improves service delivery to our clients.

RELIGION/BELIEF

We respect and accommodate the range of religious beliefs and cultural practices across our workforce wherever possible, including considerations for religious observances, dietary requirements, and flexible working arrangements.

We are committed to maintaining a respectful environment where individuals can express their beliefs without fear of prejudice. Promoting understanding and awareness of different religions contributes to a more cohesive and inclusive workforce.



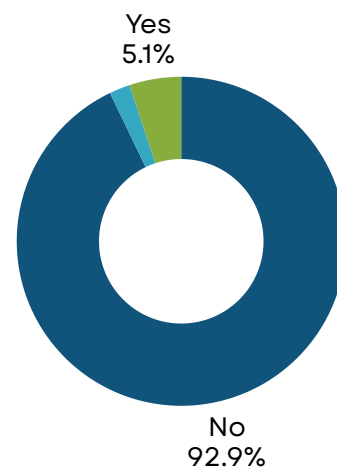


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DISABILITY



Being a Disability Confident employer is central to inclusive recruitment. We are committed to removing barriers for individuals with disabilities and long-term health conditions.



The ReciteMe toolbar provides our website viewers with a range of tools to enhance accessibility on our website. The tool can be accessed by the menu section, but we also have the accessibility button, as seen on the left, which follows users page to page to offer them support at any time. The tool supports a variety of disabilities to ensure that all viewers have equal opportunities when viewing our website.

We actively support reasonable adjustments, accessible recruitment processes, and ongoing support in the workplace. This is another reason why we have the ReciteMe toolbar on our website. Our goal is to ensure that disabled workers can fully participate and thrive within our workforce.

SEXUAL ORIENTATION

We are committed to creating a workplace where individuals of all sexual orientations feel safe, respected, and included. Our policies promote equality for LGBTQ+ individuals, ensuring that no worker is disadvantaged due to their sexual orientation.

We support awareness initiatives and inclusive practices that encourage openness and authenticity in the workplace. By fostering a culture of acceptance, we aim to ensure all workers can perform to their full potential without fear of discrimination.

