



## Now

- Head count 5
- 80:20 male/female
- 0% gender pay gap
- Mission is a collaborative approach to improving shared and sustainable transport networks – transport people want and the world needs
- Member and signatory of Bristol Equality Charter and Rail Industry Association EDI Charter – 3<sup>rd</sup> party accountability
- Regular 1-2-1s and triangulated reviews



## Next 3 months

- Define what EDI means to Esoterix
  - Race, gender, sexuality, neurodiversity, outlook, mobility limited
- Review interview format for equality, inclusivity and diversity
- Summary document of processes for raising concerns about discrimination or persecution



## Recruitment

- Consult specialist 3<sup>rd</sup> party groups if queries around diversity arise
- Rate applications on how they contribute to the business as a diverse organisation