

Equality, Diversity, and Inclusion Statement

At Hive Projects, we are committed to being a driving force for positive change, with our dedication to Equality, Diversity, and Inclusion (EDI) embedded in everything we do. We are proud of our progress and recognise that our strength lies in the diversity of our team, which reflects the communities we serve. Our goal is to create a culture where every individual feels they belong and can thrive.

Our approach to EDI is centered on three key pillars:

Our People and Culture

We are committed to building an inclusive and supportive workplace for all.

- We provide flexible working arrangements to accommodate personal and professional responsibilities.
- We have developed clear career pathways, supported by mentoring, training, progression and leadership skills programmes.

Our Commitments and Accreditations

We continuously challenge ourselves to improve and hold ourselves accountable to the highest standards of social and environmental performance.

- We are a proud BCorp accredited organisation.
- We are a certified Real Living Wage employer.
- We have achieved the highest level of Disability Confident accreditation.
- We are proud members of the Greater Manchester Good Employment Charter, championing inclusion and opportunity for our team.

Our Recruitment and Development

We are dedicated to attracting a wide range of talent and supporting future generations of industry leaders.

- Our recruitment is continuously monitored and adapted to ensure D&I and accessibility.
- We are actively investing in alternative career routes, such as our apprenticeship programme.

We are proud of the progress we have made but recognise there is always more work to do. Our focus on Diversity, Equity, and Inclusion will continue, and we are committed to listening to our people to ensure Hive remains a place where everyone feels welcome, supported and can succeed.