

We register all candidates using a standard Candidate Registration Form which includes information gathering questions concerning diversity. A recording system is in place to transfer this statistical information for reporting and review purposes.

This information is reviewed by the Managing Director and the team as a whole every quarter. It is at this stage that we instigate any improvements to the process to ensure the integrity of the process.

As indicated elsewhere in this document the results of diversity monitoring impact on our methods of recruiting including advertising.