

Aim – Nexos’ culture provides a diverse, equitable and inclusive working environment, where all our employee’s views are treated with respect, and everyone feels they can “bring their whole self to the workplace”. Employees are rewarded on merit, and everyone has an equal opportunity to develop and grow their career. We take pride in our values, behaviours and working practices to support a collaborative workforce and be recognised as an employer of choice.

Equality Act 2010 – We have a zero-tolerance approach and a duty to eliminate and conduct that amounts to unlawful harassment and victimisation. Every employee has the right to legal protection from discrimination arising from one or more of 9 protected characteristics (race, disability, age, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, religion, or belief).

Recruitment, selection, and onboarding – Training is provided to everyone involved in the recruitment and selection process to ensure DEI values are consistently applied. Job descriptions focus on key accountabilities and essential criteria and are advertised to attract a wide and diverse candidate pool. Interview panels are diverse, with applicants considered solely on merit and capability.

We have a structured onboarding process to ensure new hires are integrated quickly into their business area and networked across the organisation, making it easy to understand how things are done.

Inspire a supportive and collaborative environment – Our values and behaviours are at the core of nexos, and all staff are expected to adhere to them. We support the promotion of STEM subjects in schools, and further support initiatives to promote DEI in engineering.

Raising awareness – To support fair and consistent application of DEI we will ensure, through onboarding processes and continuous development, that all staff understand what it means for them regarding both rights and responsibilities.

Wellbeing support – Nexos has a wellbeing advocate group and mental health first aiders and deliver a range of workshops and activities in support of this (including DEI and unconscious bias awareness), a wellbeing self-assessment tool covering both physical and mental wellbeing topics and we host a staff engagement site with further information and guidance.

Working practices & Social Events – Nexos operate flexible working policies to promote a positive work-life balance. We promote healthy lifestyles with access to on-site activities such as sports massage and yoga along with other organised social and sporting events throughout the year.

Corporate Social Responsibility – We are proud that our CEO has joined the board of Autism & Neurodiversity North Scotland as we drive further ambitions for encouraging neurodiversity in the workplace. In addition, we run a series of be ‘Volunteer for the Day’ events to enable staff to support our local community.

A handwritten signature in blue ink, appearing to read "Derek Thomson".

Derek Thomson
Chief Operating Officer
Nexos
May 2025