

A woman in a dark suit is seen from the side, gesturing with her right hand towards a large, out-of-focus audience seated in a hall. The entire image has a purple tint. Overlaid on the image are several bright, glowing white light trails that sweep across the lower half of the frame. The text 'its. EDI Commitment Statement' is centered in the upper half in a white, sans-serif font.

its. EDI Commitment Statement

EDI Commitment Statement

At ITS, we are dedicated to fostering an environment where equity, diversity, and inclusion are at the core of our values. We recognise that our strength lies in the diverse backgrounds, perspectives, and experiences of our employees, which drive innovation and success.

We commit to creating a workplace where everyone feels valued, respected, and empowered to contribute their unique talents.



Our Commitment to Equity

We strive to ensure fair treatment and equal opportunities for all individuals within our organisation. This includes actively identifying and addressing barriers that may hinder equitable access to resources, career advancement, and professional development.



Our Dedication to Diversity

We celebrate the rich tapestry of identities represented in our workforce. We embrace diversity in all its forms – race, gender, age, sexual orientation, ability, cultural background – and understand that these differences enhance our collective creativity and problem-solving capabilities.



Our Focus on Inclusion

We are committed to cultivating an inclusive culture where every voice is heard and every perspective is valued. We will implement practices that promote open dialogue and collaboration among all team members while ensuring that everyone has a seat at the table.

Continuous Improvement

We acknowledge that building a truly equitable and inclusive workplace is an ongoing journey. We will regularly assess our progress through transparent metrics and feedback mechanisms while remaining open to learning from our community.

Accountability

We hold ourselves accountable for upholding these commitments by integrating EDI principles into our policies, practices, and decision-making processes. Our leadership will champion these efforts as we work together towards a more equitable future for all.



This commitment statement reflects our organisation's dedication to embedding equity, diversity, and inclusion into the very fabric of who we are as a company.

Together, we will create a thriving environment where everyone can succeed.

Daren Baythorpe, CEO, ITS:

“This commitment isn’t just about who we are as a company – it’s about the role we play in shaping the future of our industry. Equity, diversity and inclusion are essential if we want to build better networks, better businesses, and a more representative digital economy. That starts with listening, learning, and taking real action to create a culture where every individual can thrive – and where the talent driving change reflects the communities we serve.”

its.

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