GRC+

Equal Opportunities Policy

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Good compliance work needs people who think differently and check each other. GRC PLUS B.V. gives everyone an equal chance, whatever their background. This policy covers recruitment, pay, development and the way we work together. It reflects the Dutch General Equal Treatment Act (Algemene wet gelijke behandeling) and the UK Equality Act 2010.

1 Our commitment

We decide on hiring, pay, promotion, training and the end of employment based on skills, judgement and results. These play no part: age, sex, gender identity or expression, sexual orientation, marital or family situation, pregnancy, race, colour, ethnic or national origin, nationality, religion or belief, political opinion, disability or chronic illness, and whether someone works part time or on a fixed-term contract.

2 Recruitment

- Job postings describe the work and the skills it needs, without requirements that would exclude people for no good reason.
- We publish a pay range in our job postings where we can, in line with the EU Pay Transparency Directive.
- Every candidate for a role gets the same questions and the same work sample, assessed against the same criteria.
- Applications are handled through our own form, stored encrypted and seen only by the hiring team, as explained in our privacy notice.

3 Adjustments

If you need an adjustment to take part in our hiring process, for example extra time, a different format for the work sample, or an accessible meeting place, tell us when you apply or at any later stage. We will not ask why, and it will not affect our decision. The same applies to colleagues during employment.

4 Pay and development

- We pay people in the same role at the same level within the same range, and review pay every year.

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- Everyone has access to training and certification support relevant to their role.
- Flexible and part-time working is possible in every role where the work allows it.

5 Discrimination and harassment

We do not accept discrimination, harassment or bullying from anyone: colleagues, clients or suppliers. Anyone who experiences or sees it can raise it with management or through our speak-up policy, and will not be disadvantaged for doing so.



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