



Equality Agreement

Equality isn't one of our core values at Fluid.
Because it's *bigger* and broader than that.

It's the foundation that allows every person to be respected and every voice to be heard. And if you dig deep enough, it's been the heartbeat of Fluid since 2003, when Phil scrawled 'never knock an idea' on our basement wall.

Equality isn't a definition or a commitment or a 'strategy' either. **It's a feeling.** We believe it's a basic right. To be your brilliant self.

Our stance is simple. It doesn't matter who you love, how you look, where you're from, when you were born, how you identify, or what faith you follow.

All that matters is that you're free to be yourself. Confident to do your best work. Encouraged to express your ideas. Challenged to push yourself. And liberated to lead the life you choose without a moment's hesitation.

At Fluid, that goes for every person. Any minority. Every minute. Every day.

That's why we ask everyone to accept and respect that Fluid is a place where everyone is unique and everyone is equal. And in a team like ours, it's the differences that make us stronger.

By signing this, you're agreeing that you'll respect and protect our passion for belonging and equality at Fluid:

Signed: _____ Name: _____ Date: _____

You'll find references to equality in your contract and our employee handbook too. Please take the time to read them properly. Because this is one of very few non-negotiables you'll find at Fluid. Maybe it's the only one.