

Equity, Diversity, Inclusion & Belonging (EDIB) Statement

Our Commitment to Equity, Diversity, Inclusion & Belonging

At Talent Specialist Limited (TSL), we are deeply committed to creating workplaces—and a recruitment experience—where every individual has equal access to opportunity, where diversity is valued, and where people feel safe, respected, and truly seen.

As a strategic partner to organisations across the Energy and Infrastructure sectors, we believe that Equity, Diversity, Inclusion, and Belonging (EDIB) are not optional—they are foundational to long-term business success and social progress.

We Commit To:

- **Embedding fairness and transparency** in every step of our recruitment process
- **Promoting diverse candidate shortlists** across all roles, levels, and regions
- **Collaborating with clients** to build inclusive, bias-aware hiring strategies
- **Listening to lived experiences** within our own team to evolve our internal culture
- **Measuring outcomes**, not just intentions—because progress is made visible through accountability

Why It Matters

At TSL, our purpose is to connect talent with opportunity—and ensure every individual placed feels they belong, from day one. We understand that inclusive workplaces are not only morally right, they are commercially essential in today's global economy.

Through this commitment, we aim to create value not just for our clients and candidates, but for the communities and industries we serve.



Satender Sharma

Founder & CEO

Talent Specialist Limited (TSL)