



EQUAL OPPORTUNITIES POLICY STATEMENT

It is the policy of the Company that we remain committed to being an equal opportunities company in accordance with the key requirements of the Equality Act 2010. We ensure that all our employees and any other persons within the workplace have equal opportunities and discrimination is avoided.

It is the intention of the Company to identify and eliminate, or reduce and control, any equal opportunities issue.

The Company's policy is to ensure that all job applicants, employees and contractors are treated equally. We do not discriminate against staff on the basis of 'protected characteristics. Protected characteristics include gender, disability, race, colour, nationality, ethnic or national origin, sexual orientation, gender reassignment, religion or belief, marital status or civil partner status, age and pregnancy and maternity. This policy applies equally to the treatment of our visitors, clients, customers and suppliers by our staff and the treatment of our staff by these third parties.

The Company values the diverse nature of their people and seek to manage any diversity issues which arise in a fair and sensitive manner. All staff have a duty to act in accordance with this policy and to treat colleagues with dignity at all times. The Company will not tolerate any discriminatory practices or behaviour.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

The director, managers and supervisors will make every effort to keep themselves informed and up to date with current and future equal opportunities legislation. Where necessary outside assistance will be requested, as appropriate.

A copy of the Policy Statement will be available to all employees and will be reviewed and updated at least annually or where there is a significant change in the premises, working conditions and practices, equipment and substances in use or legal requirements, which may affect the equal opportunities of our employees or anyone else who may be affected.

Distribution and ongoing review, update and control will be the responsibility of the undersigned director of the Company.

For and Behalf of the Board

A handwritten signature in black ink, appearing to read "W. Crooks", is written over a dotted horizontal line.

W. Crooks, Company Director

June 2023

Next Revision Date: June 2024
