

## Equal Opportunities Policy

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### **Purpose**

We respect and value all our staff, suppliers, customers, and visitors. Our aim is to create an inclusive and safe working environment that recognises diversity and enables everyone to contribute fully and reach their full potential.

Our aim is that everyone is treated solely based on their merits, ability and potential where:

- All Individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender reassignment, nationality, social background, sexual orientation, spent criminal convictions or for any other reason
- All individuals are encouraged to reach their full potential
- We promote an inclusive and supportive environment

### **Aims of the policy**

We will ensure that we:

- Promote equality of opportunity, across all activities
- Promote good relations between people of diverse backgrounds
- Eliminate any unlawful discrimination and ensure compliance with the Equality Act 2010

To achieve this we will promote:

- A safe environment free from discrimination, harassment or bullying
- Equal access to services
- Equal access to opportunities for personal, professional or academic development, career progression and promotion opportunities
- The right to be consulted about company policies, procedures and practices and encouraged to contribute to decision making
- Training and support to ensure the policy is applied to recruitment and selection, promotion, training, conditions of work, pay and benefits and to every other aspect of employment whether full time, part time, casual, temporary or seasonal.

We all have a part to play in supporting others, treating them fairly, valuing difference and challenging any discrimination. All individuals are responsible for:

- Implementing the aims of the policy
- Promoting equality of opportunity

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- Contributing to an environment that celebrates diversity and is free from bullying and harassment.

### **Breach of policy**

If you do experience or observe any form of harassment, discrimination or unfair treatment please talk to your manager or one of the directors in the first instance. The matter will be taken seriously and investigated fully.

Where appropriate the grievance and disciplinary procedures may be utilised.

| Policy Issue Date           | Director Signature                                                                   |
|-----------------------------|--------------------------------------------------------------------------------------|
| 17 <sup>th</sup> April 2025 |  |