

Equality, Diversity and Inclusion Policy

Context

We are fully committed to creating an environment that promotes Equality, Diversity, and Inclusion at work, and to treating all our employees, stakeholders and others involved in any aspect of the business equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of an ethnic minority group, or socio-economic background.

Our culture is one that promotes Equality, Diversity, and Inclusion. Furthermore, we promote excellence, creativity, and seek innovative ideas.

We continually encourage this through:

- The development of a fulfilling and progressive work culture and creative environment that strengthens and promotes the values of our company.
- The design and implementation of cultural initiatives and celebrations which supports and highlights Equality, Diversity, and Inclusion.
- The further development of a suite of positive actions and initiatives to address inequalities that may exist, to ensure a fair, welcoming, and unbiased work environment for our whole community.
- The promotion of a positive culture within our business by sustaining our existing values, while also encouraging and facilitating openness and responsiveness as we evolve and grow.

We believe that embracing Equality, Diversity and Inclusion in the workplace benefits not just the company, but also individual staff members and stakeholders. All our employees bring their own background, work style, distinct capabilities, experience, and characteristics to their work. We recognise that our diverse workforce reflects the diversity of the wider community, and we aim to utilise the widest range of skills, knowledge and experience in our business while complying with all legislative requirements.

As well as treating people with dignity and respect, our company strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of diversity available, promotes innovation and helps make us more creative and competitive for the future.

Legislation

This policy is informed by the Equality Act 2010 which prohibits direct and indirect discrimination, sexual harassment, harassment, and victimisation in relation to nine specified equality grounds as follows:

- Age
- Race
- Sex
- Gender reassignment
- Disability
- Religion or belief
- Sexual orientation
- Marriage or civil partnership
- Pregnancy and maternity

The associated legislation prohibits discrimination in employment, including recruitment, promotion, pay and other conditions of employment. This policy reflects our company's commitment to honour its obligations under these Acts.

Our commitment to Equality, Diversity & Inclusion

We are committed to fostering an inclusive culture, which promotes equality, values diversity, and maintains a working and social environment in which the rights and dignity of all its employees are respected.

Our company will implement practices that value diversity, provide equality of opportunity and ensure that no employee or stakeholder receives less favourable treatment on any of the nine afore-mentioned grounds.

We will also ensure that other policies and practices reflect our commitment to treating people fairly and always respecting the dignity of our community.

Managers are expected to promote an integrated workplace and proactively eliminate any potential inequities that may run counter to our policy.

Our recruitment policy reflects our belief that diversity in all areas, including cultural, generational, language and national backgrounds, is necessary in helping us succeed in both domestic and global markets. The organisation will not discriminate against any prospective employee during the recruitment process. Interviews will be carried out objectively and individuals will be judged on merit and their ability to do the job. It is our policy to ensure that as much accommodation as possible is carried out to facilitate the participation of individuals with special needs during the recruitment process and in the workplace.

We will offer the same development and training opportunities to all staff to achieve high standards of performance.

We are committed to rewarding excellence, and staff will be promoted based on merit alone.

We are committed to non-discrimination (direct or indirect) in access and participation in employment in relation to any of the nine specified equality grounds mentioned above.

The company will not tolerate harassment or bullying and failure to comply can result in disciplinary action.

We are committed to identifying barriers to equality, diversity and inclusion, and any identified imbalances in practice will be redressed.

Management will support the employment of staff with disabilities and provide reasonable accommodation to employees with special needs.

This Policy will be reviewed and amended as required. It will be made openly available to all employees.

Signed:

Jimmy Byrne
Managing Director

 1-1-26