

EQUAL OPPORTUNITIES POLICY

The Company is committed to offering equal opportunities in our employment and making sure that everyone is treated fairly and with respect. This Policy confirms our commitment to promoting diversity and opportunity.

We are specifically committed to :

- Ensuring a workplace free of harassment and discrimination
- Promoting diversity
- Decisions based on merit
- Encouraging equal access to all individuals
- Intolerance of discrimination on the basis of gender, disability, age ,race ,religion, sexual orientation

Jobs advertised – we ensure that they are free of implied bias and interviews are conducted in a consistently fair manner.

Training : all employees have equal access to training and promotion

Workplace environment : discrimination, harassment and bullying will not be tolerated. No staff member will be penalized for reporting bullying or discrimination.

This policy will be continually reviewed to ensure compliance with both Company and Legal obligations

All employees have equal responsibility to uphold these principles, led by Managers and Directors to ensure an inclusive and equality cultures.

Signed

Position

Date

C J Stacey

Managing Director

28.01.2025