



Equality Diversity and Inclusion Policy Statement

“Empowering every voice, valuing every person”

We are committed to creating an environment that embodies equality, diversity, and inclusion, in strict adherence to the Equality Act 2010 and all relevant UK legislation. Our goal is to ensure that our workplace, services, and interactions are characterised by fairness, respect, and inclusivity for all employees, associates, customers, contractors, and anyone who interacts with our company.

Our Commitments

- **Compliance with the Equality Act 2010:** Our policies and practices are designed to comply fully with the Equality Act 2010 and subsequent amendments. This includes the prevention of direct and indirect discrimination, harassment, and victimisation in employment and service provision.
- **Protected Characteristics:** We acknowledge and protect the nine characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Our commitment is to ensure equal treatment and opportunity for individuals with these characteristics.
- **Positive Action:** Where appropriate, we will take positive action to address any inequalities or under-representation in our workforce and in the provision of our services, as permitted by UK legislation.
- **Accessibility and Reasonable Adjustments:** We commit to making our workplaces and services accessible to individuals with disabilities, including making reasonable adjustments to support their employment and access to our services.
- **Equality Training and Awareness:** All employees will receive training on equality, diversity, and inclusion principles, focusing on the requirements of the Equality Act 2010, to ensure understanding and compliance across our organisation.

- **Inclusive Leadership and Accountability:** Leadership at all levels will be held accountable for enforcing this policy and for modelling inclusive behaviour. This includes ensuring that all decisions, from recruitment to service provision, are made in line with legal obligations and our commitment to diversity and inclusion.
- **Monitoring and Evaluation:** We will regularly monitor and evaluate our policies, practices, and workforce composition to identify areas for improvement and to ensure compliance with UK legislation. This includes conducting equality impact assessments where necessary.
- **Reporting and Addressing Grievances:** A clear and accessible process will be established for reporting grievances related to discrimination, harassment, or any other form of unfair treatment. Swift and appropriate action will be taken to investigate and resolve such complaints.
- **Engagement and Consultation:** We will engage with and consult employees, customers, and relevant stakeholders to ensure our policies and practices reflect diverse perspectives and needs, promoting an inclusive environment.

We are deeply committed to upholding the principles of equality, diversity, and inclusion in alignment with UK legislation. We recognise the strength and value diversity brings to our company and are dedicated to creating a culture where everyone is respected, included, and has the opportunity to excel. We understand our legal responsibilities and are committed to continuous improvement to meet and exceed these obligations.



Original Signed

Date: 24 February 2026

John Constable
Chairman & Professional Head
MIoD CMIOASH MCQI CQP MIEMA CEnv FCMI MIIRSM