



## Policy Statement

The Company employs a wide and diverse population of staff, and this very diversity is one of our greatest strengths.

To consolidate and build upon this diversity, it is essential that equality of opportunity and the absence of unfair discrimination be at the core of all our business activities.

The Senior Management Team recognises the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment of staff based on race, colour, ethnicity, ethnic origin, national origin, gender, marital status, disability, religion or belief, sexual orientation, age or any other factor.

Our Company is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- Communicating its commitment to equality and diversity to all members of its community
- Communicating where responsibility lies for equality issues
- Providing training for decision-makers, and briefing for staff
- Developing mechanisms for implementation, monitoring, evaluation and Review
- Taking positive action to redress any gender, racial or other imbalances in the workforce
- Treating acts of discrimination as a disciplinary offence
- Consulting with industry regulators, interested groups and individuals, internal and external

The Equality and Diversity Responsibility Statement (SO06) details the basic requirements and responsibilities for the proper management of this Equality and Diversity policy and has been designed following the guidelines of the Equality Act 2010.

This policy is communicated to all employees and is available to any interested parties any time. It is subject to annual review by the Senior Management Team to ensure of its ongoing relevance and effectiveness to the business.

A handwritten signature in black ink, appearing to read 'Muhammad Sufian'.

Muhammad Sufian  
**Operations Director**  
Updated: 1<sup>st</sup> January 2024