

**Version No. 001**  
**Reference No. 1.3**

## **EQUAL OPPORTUNITIES POLICY**

### **1.1 Equal Opportunities – Statement**

It is Company policy to provide equal opportunities in employment irrespective of race, colour, nationality, ethnic or national origin, sex, mental or physical disabilities, age, marital or civil partnership status, actual or perceived sexual orientation, gender re-assignment, religion or belief.

This Policy applies to all employees and to all applicants for employment. The Company is committed to the promotion of equal opportunities and to ensure that the talent and skills of all employees are maximised.

Company policy is to treat all employees with respect and dignity, and to ensure that employees are not victimised or subjected to harassment or discrimination on the grounds outlined above.

The Company seeks to fulfil this commitment to equal opportunities through the application of Policies and Procedures, which are consistent and equitable, and recognise the expertise and ability of each individual.

All allegations of discrimination will be thoroughly and promptly investigated. Where allegations are substantiated, appropriate disciplinary action up to and including dismissal will be taken against any person responsible.

The Company is committed to equal pay in employment. The Company believes that male and female employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, the Company will endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria.

The Company will make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

Authorised by:



**Rebekah Meadows**  
**Managing Director**  
**January 2025**