

Equality and Diversity Policy

1. Purpose

This policy sets out EQV's approach to equality and diversity. EQV is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

EQV aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

2. Equality and diversity at EQV

We consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and to goods and services.

Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for EQV too. We consider diversity to mean celebrating difference and valuing everyone.

3. Scope

The rights and obligations set out in this policy apply equally to all employees, whether part time or full time and any associates.

You have personal responsibility for the application of this policy. As part of your employee induction, you are expected to read and familiarise yourself with this policy, ensure that this policy is properly observed and fully complied with.

This policy is also of particular relevance to directors, line managers and other employees concerned with recruitment, training and promotion procedures and employment decisions which affect others.

4. EQV's commitment

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. EQV will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic:

- sex; • gender reassignment; • marriage and civil partnership; • pregnancy and maternity; • race (including ethnic origin, colour, nationality and national origin); • disability; • sexual orientation; • religion and or belief; and • age.

Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. EQV will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by EQV as a result.

A person found to have breached this policy may be subject to disciplinary action under EQV's Discipline Policy.

5. When does this policy apply?

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on EQV's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to EQV).

To provide additional clarity we set out below some specific areas of application:

a) Recruitment

Selection for employment at EQV will be on the basis of aptitude and ability. Where possible, EQV will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

b) Training

You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.

c) Promotion

All promotion decisions will be made on the basis of merit, and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

d) During employment

The benefits, terms and conditions of employment and facilities available to EQV employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

EQUALITY AND DIVERSITY DECLARATION:

I have read and understood EQV's Equality and Diversity Policy and agree to work to the expected standards. Regardless of my background and circumstances, I agree to treat all colleagues and visitors with respect and dignity while carrying out the duties and responsibilities of my role at EQV.

Signature.....

Date.....

Print name.....