

## EQUAL OPPORTUNITIES and DIVERSITY POLICY

The purpose of this policy is to provide diversity and equality to all in our employment, irrespective of gender, gender reassignment, race, ethnic origin, disability, age, nationality, national origin, sex, sexual orientation, religion or belief, marital status, or social class. We oppose any forms of unlawful and unfair discrimination.

All employees, whether temporary, permanent, or sub-contractors, will be treated fairly and equally.

Training, promotion, or any other benefit will be based on aptitude, ability, and requirement.

All employees will be encouraged to develop their full potential and the resources of our workforce will be utilised as fully as possible to maximise the efficiency and productivity of Nationwide Safety.

### Our commitment

- Every employee will be entitled to a working environment which promotes dignity and respect to all. No form of intimidation, victimisation, bullying, or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice.
- Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary action.
- This policy is fully supported by the Management and the Directors of Nationwide Safety.

### How to ensure this is achieved

- Train managers in managing and avoiding direct and indirect discrimination.
- Ensure all managers are responsible for promoting a positive team culture through effective management.
- Ensure the policy is available to all staff.
- Take disciplinary action against any employee who does not work within the boundaries of this policy; including staff who are found guilty of harassment.
- Establish a culture so employees who may feel vulnerable are able to speak out without repercussion.
- Regularly review all policies to ensure they meet legislative requirements and best practices.

If you believe that you have been disadvantaged or discriminated against or feel that this policy has been breached, you are entitled and encouraged to raise the matter through the grievance procedure. All matters will be handled with sensitivity and confidentiality.

Colin Jackson  
Managing Director



01 October 2023