



MOOREMACK LTD

Equality, Diversity and Inclusion Policy

Mooremack Ltd are committed to creating a workplace that promotes and values equality, diversity, and inclusion. We believe that a diverse and inclusive environment fosters innovation, creativity, and success. Our aim is to ensure that every employee, client, contractor, and partner is treated with dignity and respect and has equal access to opportunities and resources.

This policy outlines our commitment to providing a working environment free from discrimination, harassment, victimisation, and bullying. It applies to all aspects of employment including recruitment, training, development, promotion, and service delivery.

This policy applies to:

- All employees (permanent, temporary, and contract)
- Job applicants
- Volunteers, interns, and work experience candidates
- Clients, customers, and suppliers
- All aspects of our operations, including service delivery and internal/external communications

OUR COMMITMENT

We will:

- Comply with all relevant equality legislation including the Equality Act 2010
- Foster a culture of inclusion where individual differences are recognised, valued, and respected
- Provide equality of opportunity and avoid unfair treatment
- Ensure decisions are based on merit and capability
- Challenge and address inappropriate behaviour and discrimination
- Make reasonable adjustments to support people with disabilities
- Monitor and evaluate our EDI practices regularly

PROTECTED CHARACTERISTICS

We will not unlawfully discriminate based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership



- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

RESPONSIBILITIES

- The Senior Management team is responsible for:
 - Leading by example
 - Allocating resources to support EDI initiatives
 - Reviewing and updating the policy regularly
- Managers are responsible for:
 - Promoting and embedding inclusive practices
 - Addressing any instances of discrimination or unfair treatment
 - Ensuring fair recruitment and promotion practices
- All Employees are responsible for:
 - Treating others with dignity and respect
 - Challenging inappropriate behaviour
 - Reporting concerns or incidents of discrimination or harassment

COMPLAINTS AND REPORTING

Mooremack Ltd takes any breaches of this policy seriously. If you believe you have experienced or witnessed discrimination, harassment, or any behaviour contrary to this policy, you are encouraged to raise it with your line manager or through our formal grievance procedure.

All complaints will be handled sensitively, confidentially, and in accordance with our grievance and disciplinary procedures.

MONITORING AND REVIEW

We will monitor the effectiveness of this policy through:

- Regular staff surveys
- EDI audits and data analysis (e.g., workforce demographics)
- Feedback from employees and stakeholders



POLICY REVIEW

This policy is reviewed annually or following any major changes in legislation or company operations.

A handwritten signature in black ink, appearing to read "Jody Moore", is positioned above the printed name.

Jody Moore – Director

20-06-2025