

### Our Policy

Dendy Byrne is an equal opportunity employer. We are fully committed to treating all employees, stakeholders and clients in accordance with the Equality Act 2010. We are further committed to supporting, developing and promoting diversity and equality in all of our employment practices and activities, with the aim to establish a culture that is free from discrimination, and which encompasses the values of dignity, fairness and respect.

All employees have access to facilities, career opportunities and employment on an equal basis, irrespective of race, ethnic origin, disability, age, sex, gender, sexual orientation, transgender identity, pregnancy or maternity, marriage and civil partnership, religion or belief (the protected characteristics).

Our aim is to have and maintain a fully inclusive organisation and to promote a culture of diversity and quality.

We will:

- Take steps to ensure that employees have a work environment that is free from discrimination and harassment
- Not discriminate, act unlawfully or in breach of the Equality Act 2010
- Regularly review our approach to equality and diversity
- Support our employees should they feel that they have been the victim of discrimination, harassment or victimisation, even when this may have arisen from outside of the organisation
- Make adjustments to working practices or office facilities and services to support employees should the need arise

This policy applies to the entire organisation and at all stages, from recruitment, to employment, training, work conditions, remuneration and career progression. We have developed further policies to support our position, including our Family friendly policy.

Employees are paid on an equal basis, with no differentiation relating to any of the protected characteristics.

Our diversity policy builds upon progress made through equal opportunities. We recognise that diversity is about respecting and valuing the differences that we each bring to work. We seek to address any inequalities and remove barriers that may prohibit a diverse culture in our organisation.

Dendy Byrne will take disciplinary action should an employee be found to be acting in an improper manner through discriminating, harassing, bullying or intimidating against another person.

Employees are required to:

- Read, understand and comply with this policy.
- Avoid any activity that might lead to a breach of this policy.
- Notify a Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.
- Raise concerns about any issue or suspicion of a breach of this policy

Training on this policy forms part of the induction process for all individuals who work for us. Updates are provided using established methods of communication between the business and its employees.



Prepared by .....

Updated: 17<sup>th</sup> January 2023

Name                    Ian Byrne

Position                Director

Dendy Byrne Ltd.