

Diversity and equal opportunities policy statement

Pacemake is committed to making a working environment that strives for acceptance, understanding and appreciation of human diversity and differences. We aim to respond to changing realities with strong leadership, fair and proper management practices and persistence. Pacemake is dedicated to providing services to clients with impartiality, attentiveness and compassion, distinguishing and celebrating the differences.

We believe that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, gender, marital status, sexual orientation, disability, religion or non-religion, or ethnic origin. We will work in partnership with our employees, clients and contractors to apply the highest standards of compliance with our policy.

Pacemake is proud of and celebrates its multicultural routes and background. We value diversity and are determined to ensure that:

- we treat all individuals fairly, with dignity and respect
- the opportunities we provide are open to all – encouraging all employees to reach their full potential
- we provide a safe, supportive and welcoming environment for employees, clients and contractors, offering an environment free from discrimination, harassment and violence

This policy forms part of the formal contract between Pacemake and its employees and also its clients and contractors.

Failure by employees to adhere to the Pacemake policy will result in disciplinary action.

Our policy means that we shall not discriminate in any way against any individual for any reason covered under the Equality Act 2010: age, disability, sex, gender, reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or marital status.

We will not tolerate discrimination because an individual has an association with another individual who has a protected characteristic.

It is our aim that our company culture and our workforce should reflect today's society.

In line with this policy and our moral and ethical beliefs, we shall ensure that:

- Progression, promotion, rewards shall be based on merit only
- We shall treat others the way we want to be treated ourselves

We will promote this approach in all aspects of our work and particularly our dealings with people. We would particularly stress the importance of fair selection, training and promotion procedures and we shall consistently review our procedures to ensure that they comply with best practice.

For and on behalf of Pacemake

A handwritten signature in black ink, appearing to read "Dainius Salasevicius".

Dainius Salasevicius
Director
August 2023