

Equal Opportunities Policy

1. Policy Statement

Northern Trading (Cumbria) Limited is committed to promoting equality, diversity, and inclusion in all aspects of its business activities. We believe that everyone should be treated with dignity, fairness, and respect.

We are committed to ensuring that no employee, job applicant, supplier, or stakeholder is subject to unlawful discrimination on the basis of protected characteristics as defined in the Equality Act 2010.

2. Our Commitment

We aim to:

- Provide equal opportunities in recruitment, training, development, and career progression
 - Create a working environment that is inclusive, respectful, and free from discrimination, harassment, and victimisation
 - Promote a culture where individual differences are valued and diversity is recognised as a strength
 - Make reasonable adjustments to support individuals where required
 - Ensure fair and consistent treatment across all employment practices
-

3. Scope

This policy applies to:

- All employees (permanent, temporary, and agency workers)
 - Job applicants
 - Contractors, suppliers, and business partners
-

4. Responsibilities

Equality and inclusion are the responsibility of everyone within the organisation.

- The Board of Directors has overall accountability for this policy
- Managers are responsible for implementing the policy and ensuring fair treatment within their teams
- All employees are expected to treat others with respect and comply with this policy at all times

Failure to comply with this policy may result in disciplinary action.

5. Inclusive Working Environment

We are committed to:

- Removing barriers to employment and progression
- Supporting individuals who may face disadvantage in accessing or maintaining employment
- Promoting awareness and understanding of different cultures, backgrounds, and perspectives
- Engaging with stakeholders and specialist organisations where appropriate to improve our practices

We recognise the importance of the social model of disability and are committed to removing barriers that may disadvantage disabled individuals.

6. Zero Tolerance of Discrimination

Northern Trading operates a zero-tolerance approach to:

- Discrimination
- Harassment
- Bullying
- Victimisation

Any concerns will be taken seriously and investigated in line with company procedures.

7. Monitoring and Review

We are committed to continuously improving our approach to equality, diversity, and inclusion.

This policy will be reviewed annually to ensure it remains effective, relevant, and aligned with current legislation and best practice.