

BIRRING & BAGRI LTD

EQUALITY, DIVERSITY, INCLUSION & ACCESSIBILITY STATEMENT

Effective: September 2026 | Last reviewed: September 2026 | Next review: September 2027

1. Our Commitment

Birring & Bagri Ltd is committed to promoting equality, valuing diversity, supporting inclusion and improving accessibility across its business and professional activities.

We believe that different experiences, perspectives and backgrounds can strengthen professional judgement, innovation and decision-making. We seek to conduct our business in a way that treats people with dignity and respect and provides fair opportunity.

Our approach is grounded in both responsible business practice and compliance with applicable equality and anti-discrimination law.

2. Scope

This Statement applies to Birring & Bagri's professional activities and relationships, including our dealings with employees, consultants, associates, applicants, clients, suppliers, partners, event participants and other stakeholders.

We also seek to consider equality, inclusion and accessibility when designing services, communications, events and other activities where it is reasonable and relevant to do so.

3. Equality and Non-Discrimination

Birring & Bagri does not tolerate unlawful discrimination, harassment or victimisation.

We seek to ensure that decisions concerning work, engagement, recruitment, development, supplier relationships and access to opportunities are made fairly and on relevant, legitimate criteria.

We recognise the protected characteristics established under the Equality Act 2010: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Our commitment to respectful and fair treatment extends beyond minimum legal compliance and applies to professional interactions generally.

4. Diversity and Inclusion

We value diversity of background, experience, expertise, perspective and thought.

Inclusion means seeking to create professional environments in which people can contribute effectively, are treated with respect and are not unnecessarily excluded from participation.

We recognise that inclusion does not require uniformity of opinion. Constructive challenge, professional disagreement and different perspectives are compatible with an inclusive culture when expressed respectfully.

5. Accessibility and Reasonable Adjustments

Birring & Bagri seeks to make reasonable adjustments for disabled people where required and to remove avoidable barriers to participation in our services, recruitment, meetings, events and professional activities.

Where an individual has an accessibility requirement, we encourage them to tell us what adjustment or alternative arrangement would assist. We will consider requests individually, taking account of the person's needs, the nature of the activity and applicable legal requirements.

Adjustments may include, where reasonable and appropriate, changes to communication methods, meeting arrangements, formats, timings, physical arrangements or the way a service is delivered.

6. Digital Accessibility

We aim to make our digital communications and website content reasonably accessible and usable by as wide an audience as practicable.

As a developing business, we recognise that accessibility is an ongoing process rather than a one-off exercise. We will seek to identify and address material accessibility barriers as our website, digital services and published materials evolve.

If a user experiences difficulty accessing information published by Birring & Bagri, they may contact us to request the information in an alternative reasonable format where practicable.

7. Recruitment and Working Relationships

Where Birring & Bagri recruits or engages people, we seek to use fair and proportionate selection criteria related to the requirements of the role or assignment.

We support equal opportunity and will consider reasonable adjustments during recruitment and engagement processes where required.

Decisions relating to appointment, allocation of work, remuneration, development and progression should not be influenced by unlawful discrimination.

8. Clients and Professional Services

We seek to provide professional services without unlawful discrimination and to treat clients and stakeholders fairly and respectfully.

Where relevant to an engagement, we may consider equality, inclusion or accessibility implications as part of professional analysis and recommendations, particularly where services, policies, procurement decisions or programmes may affect different groups of people.

Such considerations will be proportionate to the nature and scope of the engagement.

9. Procurement, Suppliers and Business Partners

Birring & Bagri supports fair access to commercial opportunity and responsible procurement.

Supplier selection and commercial decisions should be based on relevant, proportionate and defensible criteria. We do not support unlawful discrimination in procurement or supply-chain relationships.

Where proportionate to the contract and market, we may consider suppliers' approaches to equality, employment practices, accessibility, social value or responsible business as part of procurement or due-diligence activity.

10. Events, Meetings and Stakeholder Engagement

Where Birring & Bagri organises or contributes to meetings, conferences, programmes or stakeholder activity, we will seek to consider inclusion and accessibility in a proportionate manner.

This may include considering venue accessibility, remote participation, dietary or faith-related requirements, communication needs, scheduling and other reasonable measures relevant to participation.

We cannot guarantee that every third-party venue, platform or service will be fully accessible, but we will seek to respond constructively where a barrier is identified.

11. Respectful Conduct

Birring & Bagri expects professional interactions to be conducted with dignity and respect.

Bullying, harassment, intimidation, victimisation, degrading treatment and discriminatory behaviour are inconsistent with our standards.

We recognise that legitimate professional challenge, performance management, commercial negotiation or disagreement does not of itself constitute harassment or discrimination when conducted appropriately.

12. Artificial Intelligence and Technology

We recognise that artificial intelligence and data-driven systems can introduce or amplify bias if they are used without appropriate judgement and oversight.

Where AI materially supports analysis or decision-making, we seek to consider relevant risks of unfair bias and inappropriate discrimination and to maintain proportionate human oversight.

Our wider approach is set out in our Responsible Artificial Intelligence (AI) Statement.

13. Raising Concerns

Anyone who has a genuine concern about discrimination, harassment, accessibility or other conduct inconsistent with this Statement is encouraged to raise it with Birring & Bagri.

We will seek to consider concerns fairly, sensitively and proportionately and will not support retaliation against a person for raising a genuine concern responsibly.

Where a concern falls within a separate contractual, statutory or regulatory process, that process may also apply.

14. Responsibility and Continuous Improvement

Responsibility for maintaining Birring & Bagri's approach to equality, diversity, inclusion and accessibility sits with the company's leadership and is shared by those acting on its behalf.

We will keep our practices under review as the company grows, our workforce and supplier base develop, and our services and international activities expand.

We aim to focus on meaningful and proportionate improvement rather than making claims or commitments that cannot be evidenced in practice.

15. Review

This Statement will be reviewed periodically and may be updated in response to changes in law, recognised good practice, our business activities or identified accessibility and inclusion needs.

Effective date: September 2026

Next scheduled review: September 2027

16. Contact

Questions, accessibility requests or concerns relating to equality, diversity and inclusion may be directed to:

Birring & Bagri Ltd

Website: www.birringandbagri.com

Email: info@birringandbagri.com

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Website: www.birringandbagri.com

General enquiries: info@birringandbagri.com