



EQUALITY, DIVERSITY AND INCLUSION POLICY

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1. Policy Statement

Dexacon Ltd is committed to creating and maintaining a workplace where everyone is treated with dignity, fairness and respect.

We value the diversity of our employees, subcontractors, clients, suppliers and the communities in which we work. We believe that an inclusive and respectful working environment strengthens our business, encourages innovation and helps us deliver excellent service to our clients.

We are committed to complying with the Equality Act 2010 and all other applicable legislation relating to equality, diversity and inclusion.

2. Purpose

The purpose of this policy is to:

- **Promote equality of opportunity.**
- **Prevent discrimination, harassment and victimisation.**
- **Foster an inclusive working environment.**
- **Ensure employment and business decisions are based on merit, competence and business needs.**
- **Promote a culture of respect, professionalism and collaboration.**

3. Scope

This policy applies to:

- **Directors.**
- **Employees.**
- **Agency workers.**
- **Temporary staff.**
- **Apprentices.**
- **Subcontractors.**
- **Consultants.**
- **Suppliers working on behalf of Dexacon Ltd.**
 - **Job applicants.**
- **Anyone representing Dexacon Ltd.**

4. Our Commitment

Dexacon Ltd is committed to:

- **Treating everyone fairly and consistently.**
- **Providing equal opportunities in recruitment, training and career development.**
- **Creating an inclusive workplace where individual differences are respected.**
- **Making employment decisions based on skills, qualifications, experience and performance.**
- **Promoting a workplace free from unlawful discrimination, bullying and harassment.**
 - **Taking appropriate action where unacceptable behaviour occurs.**
 - **Reviewing our practices to support continuous improvement.**

5. Equal Opportunities

We are committed to ensuring that no individual is treated less favourably because of a protected characteristic under the Equality Act 2010.

These include:

- **Age.**
- **Disability.**
- **Gender reassignment.**

- Marriage and civil partnership.
- Pregnancy and maternity.
 - Race.
- Religion or belief.
 - Sex.
- Sexual orientation.

Employment decisions will be based on objective and lawful criteria.

6. Recruitment and Employment

Dexacon Ltd aims to ensure that recruitment and employment practices are fair, transparent and based on merit.

We will:

- Advertise roles fairly.
 - Select candidates objectively.
 - Provide equal access to training and development opportunities.
 - Promote fairly based on ability and performance.
 - Make reasonable adjustments where required by law for disabled applicants and employees.
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7. Workplace Behaviour

Everyone working with or for Dexacon Ltd is expected to:

- Treat others with courtesy and respect.
- Value different backgrounds, experiences and perspectives.
 - Behave professionally at all times.
- Help create an inclusive working environment.
- Challenge inappropriate behaviour where it is safe and appropriate to do so.
 - Report concerns promptly.

Bullying, harassment, discrimination and victimisation will not be tolerated.

8. Responsibilities

Managing Director

The Managing Director is responsible for:

- **Demonstrating leadership and commitment to equality, diversity and inclusion.**
 - **Ensuring this policy is implemented and reviewed.**
 - **Providing appropriate resources.**
 - **Addressing serious breaches of this policy.**
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Managers and Supervisors

Managers and supervisors will:

- **Lead by example.**
 - **Promote fair treatment.**
 - **Address inappropriate behaviour promptly.**
 - **Support employees and subcontractors.**
 - **Ensure employment decisions are made fairly.**
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Employees and Subcontractors

Everyone working on behalf of Dexacon Ltd is responsible for:

- **Following this policy.**
 - **Treating others fairly and respectfully.**
 - **Reporting concerns or incidents.**
 - **Supporting an inclusive workplace culture.**
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9. Reporting Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment, bullying or victimisation should report the matter as soon as reasonably practicable.

Reports will be taken seriously, investigated fairly and handled as confidentially as possible.

No individual will suffer retaliation for raising a genuine concern in good faith.

10. Training and Awareness

Dexacon Ltd will promote awareness of equality, diversity and inclusion through:

- **Employee induction.**
- **Company policies and procedures.**
 - **Management guidance.**

- Ongoing communication where appropriate.

11. Monitoring and Review

This policy will be reviewed annually, or sooner where required, to ensure it remains effective and reflects changes in legislation, guidance and business operations.

Where appropriate, feedback from employees and stakeholders will be considered to support continuous improvement.

12. Breach of this Policy

Failure to comply with this policy may result in appropriate action, which could include disciplinary action, termination of a subcontract or contract, or other appropriate measures depending on the circumstances.

13. Our Commitment to Inclusion

Dexacon Ltd believes that everyone should have the opportunity to contribute, develop and succeed in an environment where they are respected and valued.

We are committed to fostering a workplace and business culture that embraces diversity, promotes equality of opportunity and encourages inclusion for the benefit of our employees, our clients, our business partners and the wider community.