

CANNON BUSINESS MANAGEMENT LIMITED

www.cannonbusinessmanagement.co.uk

CBMPL02 v1

Diversity and Inclusion Policy

Policy Statement:

At Cannon Business Management Limited, we believe that diversity and inclusion are essential to who we are and how we work.

We are committed to creating a workplace where all individuals are respected, valued, and supported, regardless of their background, identity, or circumstances.

We recognise that our success is built on our ability to embrace different perspectives, foster an inclusive culture, and ensure equal opportunities for all employees, clients, and partners.

Purpose:

This policy outlines our commitment to:

- Providing a fair and inclusive working environment.
- Treating clients, suppliers, and partners with respect and professionalism.
- Challenging discrimination, harassment, and bias wherever it occurs.

Scope:

This policy applies to:

- All employees, contractors, and associates of Cannon Business Management Limited.
- All aspects of employment, including recruitment, pay, training, promotions, and day-to-day working practices.
- Our engagement with clients, suppliers, and external stakeholders.

Our Commitments:

- We provide equal opportunities in all aspects of employment and consultancy work.
- Decisions relating to recruitment, development, and promotion are based solely on merit, skills, and ability.

- We do not tolerate discrimination on the grounds of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Inclusive Culture:

- We encourage open communication, collaboration, and respect among colleagues and clients.
- We recognise and value different perspectives, experiences, and cultural backgrounds.
- We provide flexibility where possible to support individual needs and work-life balance.

Professional Conduct:

- Everyone representing Cannon Business Management Limited is expected to act with integrity and respect.
- Bullying, harassment, or victimisation of any kind will not be tolerated.
- Concerns can be raised in confidence and will be dealt with fairly and promptly.

Continuous Improvement:

- We review our practices regularly to ensure they are inclusive and aligned with best practice.
- We welcome feedback from employees, clients, and partners to help us improve.

Responsibilities:

- **Directors** are responsible for implementing this policy and leading by example.
- **Employees and Associates** are responsible for upholding the principles of equality, respect, and inclusion in their daily work.
- **Clients and Partners** are encouraged to share our values and work with us in a spirit of fairness and collaboration.

Monitoring and Review:

We will monitor the effectiveness of this policy and review it at least once every two years, or sooner if required by changes in legislation or business practice.

Approved by:

Cannon Business Management Limited

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