

Equal Opportunities Policy

1. Equal Opportunities statement

The Company operates this policy in accordance with our obligations under the Equality Act 2010 to ensure that no individual is subject to any form of discrimination, harassment or bullying relating to a protected characteristic or any other reason.

We ensure that all people are treated with dignity and respect and are given equal access to opportunities. We value diverse backgrounds and ensure that each trader can be reasonably accommodated. Any discriminatory assumptions will be challenged by the Company.

2. Our commitment as a company

The Company is committed to:

- Creating an environment in which individual differences and the contributions of our traders are recognised and valued;
- Entitling every trader to a working environment that promotes dignity and respect to all.
- No form of bullying or harassment or intimidation will be tolerated;
- Understanding that equality in the workplace is good management practice; and
- Regularly reviewing our practices and procedures to ensure fairness.

3. Our commitment as a service provider

The Company is committed to:

- Providing services which all customers and clients are entitled to, regardless of any protected characteristic;
- Ensuring our services are delivered equally and meet the diverse needs of our customers;
- Having clear procedures that enable our customers to raise concerns if they feel they have been unfairly treated;
- Treating breaches of this policy as misconduct which could result in disciplinary proceedings; and
- Encouraging all traders to come forward with any issues they need Company assistance and understanding with, no matter their background or personal circumstances.

4. Monitoring

The Company will actively monitor the make-up of the working regarding information such as age, sex, ethnicity, sexual orientation, religion or belief, disability and caring responsibilities.

Ongoing monitoring and regular review of such provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote a genuine basis of equality.