

Wellbeing at Redbridge Lakes

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The organisations Redbridge Lakes Ltd (RLL) and Wellbeing at Redbridge Lakes CIC (the CIC) operate at Salix Lane, IG8 8LY. The organisations share a common policy framework, but remain separate legal entities, independently responsible for the adoption, implementation, monitoring and review of this policy as it applies to their own activities.

Schedules at the end of this policy identify responsibility for fulfilling the policy.

EQUAL OPPORTUNITIES POLICY

1. PURPOSE

We are committed to providing a working environment where everyone is treated fairly with dignity and respect. We aim to ensure that no one is disadvantaged or discriminated against because of age, disability, gender, gender identity or realignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

2. OUR COMMITMENT

We will treat all employees, volunteers, customers, and suppliers equally and with respect, and take steps to prevent discrimination, harassment, and victimisation.

Decisions on recruitment, promotion, training and other opportunities will be based on merit, skills and abilities. We will make reasonable adjustments to support people with disabilities.

3. RESPONSIBILITY

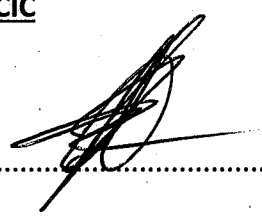
Everyone in the organization is responsible for supporting equal opportunities. The management will ensure this policy is followed and take action if it is not.

4. CONCERNS OR COMPLAINTS

If you feel you have been treated unfairly or discriminated against, you may raise the matter through our complaints procedure.

SCHEDULES

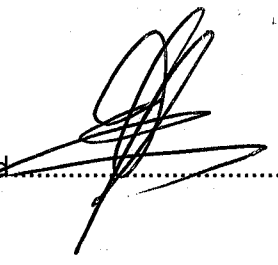
APPROVED FOR WELLBEING AT REDBRIDGE LAKES CIC

CIC Director 1 GORDON Bullock signed  date 24/05/2026

CIC Director 2 DREW FOLLON signed  date 24/5/26

Policy Review Date

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