

# DIVERSITY EQUALITY AND INCLUSION POLICY STATEMENT

This statement of Company Policy is addressed to all members of Management and employees. It sets out, clearly and unequivocally, the Company's Policy with regard to Equal Opportunities while employed by The Signage & Display Company.

This Company is an Equal Opportunities Employer. The aim of our Policy is to ensure that no applicant or employee receives less favourable treatment on the grounds of colour, race, religion, sex, marital status, nationality, age, or ethnic origin; or is disadvantaged by conditions or requirements that are not essential in carrying out the job.

To ensure that such direct or indirect discrimination does not occur, recruitment and other employment decisions will be regularly monitored in conjunction with the ethnic records of both job applicants and existing employees.

Selection criteria and procedures will also be regularly reviewed, in the light of ethnic records, to ensure that they are not adversely or unjustifiably affecting the opportunities from a particular racial group, and that, in recruitment and promotion exercises, all candidates are considered solely on the basis of their relevant merits and abilities.

All employees will be given equal opportunities and encouraged to progress within the organisation. Attention will be given to any possible ways to remedy the under-representation of any ethnic groups at particular levels within the Company.

It is the duty of all employees to accept their personal responsibility in the implementation of this policy. At the same time, the Company acknowledges that specific responsibilities fall upon management, supervisors and individuals professionally involved in recruitment and employee administration.

Any employee, who believes that he or she has been unfairly treated in any sense associated with this policy, is entitled to raise the matter through the appropriate grievance procedure.



Signed: \_\_\_\_\_  
**Mark Mack**  
Joint Managing Director



Signed: \_\_\_\_\_  
**Kevin Newton**  
Joint Managing Director    Date: 03/01/2025

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Page:	Page 1 of 1