

Equality Policy Statement

Crossglade Ltd Equality, Diversity and Inclusion Policy Statement

Policy Statement

- As a supplier to NWG you recognise the value that different backgrounds, experiences and perspectives can bring to the business and we oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to ensure equality and fairness for everyone in our employment and those we come into contact with as we do business.
- All suppliers must ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics as defined by Equality Act 2010).
- All employees, whether permanent or temporary, full-time or part-time, will be treated fairly and with respect.
- Our people will not discriminate directly or indirectly, or harass customers or clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the Company's goods and services.
- As a supplier to NWG you will ensure we operate in accordance with statutory requirements.
- This policy assumes that you have a Company disciplinary and grievance procedure. If you do not have these, you can find further advice, guidance and template documents on the ACAS website (www.acas.org.uk)

Definitions

- **Diversity**
means difference. Everyone is unique and even though people have things in common with each other they are also different in all sorts of ways. Differences include visible and non-visible factors. Diversity is about valuing everyone as an individual.
- **Inclusion**
is about creating a work environment which allows people to be themselves at work and where people know that their contribution is valued.
- **Equal Opportunity**
is a right to be treated fairly.
- **Direct Discrimination**
occurs when someone is treated less favourably than another person because of a protected characteristic.
- **Indirect discrimination**
can occur when you have a condition, rule, policy or even a practice in your company that applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that you acted reasonably in managing your business, i.e., that it is 'a proportionate means of achieving a legitimate aim'. Discrimination is not always intentional or overt and care should be taken to ensure that we do not indirectly discriminate against a colleague or job applicant.

Your Commitment

- To create an environment in which individual differences and the contributions of all of our people are recognised and valued.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- Every employee is entitled to a working environment that promotes dignity and respect. No form of intimidation, bullying or harassment or favouritism will be tolerated.
- Training, development and progression are available to all employees.
- To promote equality and diversity in the workplace, which we believe is a good management practice and makes sound business sense.
- We will regularly review all of our employment practices and procedures to ensure fairness.
- Any worker who believes that he or she is being discriminated against, victimised, bullied or harassed should raise the matter through the Company's complaints procedure and the matter will be taken seriously and thoroughly investigated.
- Breaches of our equality and diversity policy will be regarded as misconduct and may lead to action being taken under the Company's disciplinary procedure.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives.
- The policy will be monitored and reviewed annually