

Equality Act 2010 - Equality and Diversity Policy

1. Purpose

At Stork Solutions Ltd., we are committed to promoting equality, preventing discrimination, and fostering an inclusive environment for all employees, partners, and customers. This policy ensures compliance with the Equality Act 2010 and supports equal treatment in all aspects of our operations.

2. Scope

This policy applies to all employees, contractors, customers, and partners across every area of our business, including recruitment, promotions, training, and workplace conduct.

3. Protected Characteristics

We ensure that no individual is discriminated against based on any of the following protected characteristics:

- *Age, Disability, Gender, Pregnancy and maternity, Race, Religion or belief, Sexual orientation, Marriage and civil partnership*

4. Types of Discrimination

We do not tolerate any form of discrimination, including:

Direct Discrimination: Treating someone less favourably due to a protected characteristic.

Indirect Discrimination: Policies or practices that disadvantage individuals with protected characteristics.

Harassment: Unwanted behaviour related to a protected characteristic.

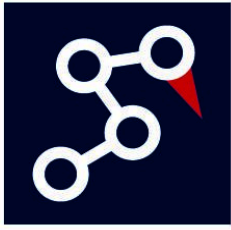
Victimisation: Retaliation against someone who has raised a concern or complaint.

5. Reasonable Adjustments

We are committed to making reasonable adjustments to accommodate individuals with disabilities, ensuring full participation in the workplace.

6. Equal Opportunities in Employment

We provide equal opportunities in all aspects of employment, including recruitment, training, promotion, and pay. Decisions are based solely on merit and business needs.



7. Reporting and Complaints

Employees and partners are encouraged to report any concerns or incidents of discrimination. All complaints will be treated confidentially and investigated fairly, with no fear of retaliation.

8. Responsibility and Review

Our HR department is responsible for ensuring compliance with this policy. We will regularly review and update the policy to reflect any legal changes or company practices.

This policy reflects our commitment to equality, ensuring Stork Solutions Ltd. remains an inclusive and fair workplace.

Signed on Behalf of Stork Solutions Ltd:

Print: Sam Drury
Position: Director
Date: 24-05-2024