



# DIVERSITY AND EQUALITY POLICY

The purpose of this policy is to ensure that all workers, job applicants and customers at Abraxys Ltd will be treated fairly irrespective of race, gender, religion/belief, disability, sexual orientation and/or age. We value a diverse customer base and the individuality and creativity that every worker potentially brings to the workforce.

## Operation Principles

- Workers, job applicants and customers will be treated fairly, openly and honestly, with dignity and respect.
- No job applicant or worker will receive less favourable treatment on grounds of race, gender, religion/belief, disability, sexual orientation and/or age.
- Equality and diversity is about good employment practice and makes sound business sense.
- Employment decisions on recruitment and promotion will be based solely on merit.
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. Abraxys Ltd will not tolerate such behaviour under any circumstances.
- Disciplinary action, including dismissal, may be taken against any worker found responsible for harassment or discrimination.
- Any worker who believes he or she is being discriminated against, victimised or harassed should raise the matter through the Abraxys Ltd complaints procedure.

This policy is fully supported by Kane Simpson – Managing Director. It will be ensured that all the workers are aware of the policy and that they are responsible for observing it.

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- Kane Simpson is responsible for the equality policy and for putting the equality action plan into practice.
  - We will circulate our equality policy to all workers, and their representatives, by placing them on our website.
  - Senior managers and other staff involved in recruitment and handling complaints will receive training in equality and the law on discrimination.
  - We will consider using external agencies to support and advise us on equality matters.
  - Our aim is to serve all members of the community. If people from some social groups are under-represented among our customers, we will develop marketing and other strategies to reach them.
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**Person who is ultimately responsible for this Human Trafficking & Modern Slavery Policy of the company:**

- Name: Kane Simpson
- Title: Managing Director
- Date: 28<sup>th</sup> Feb 2024

Signed:

Revision Date: Version #:	February 2024 004	Revised by: Signed off:	Kane Simpson – Managing Director Kane Simpson – Managing Director
Revision Date: Version #:	March 2023 004	Revised by: Signed off:	Kane Simpson – Managing Director Kane Simpson – Managing Director
Revision Date: Version #:	March 2022 003	Revised by: Signed off:	Angela Donaldson - Senior Compliance Manager Kane Simpson – Managing Director