

## EQUAL OPPORTUNITIES, DIVERSITY & ANTI-DISCRIMINATION POLICY

### INTRODUCTION

Cheshire Scientific LTD is committed to a workplace that celebrates diversity, values inclusivity, and ensures equal opportunities for all of our employees. By adhering to legal standards and promoting anti-discrimination practices, we strive to create a culture of respect, fairness, and diversity.

This policy explains the procedures through which Cheshire Scientific LTD can maintain its high standards. Its successful implementation requires pro-active adoption at the following levels:

- As an employee of Cheshire Scientific LTD, you are required to read and understand all aspects of this policy, and abide by it.
- Senior Management – The businesses overall compliance with the requirements of this policy is the responsibility of the Directors.
- Management are responsible for the compliance of employees or stakeholders working under their direction.

To implement the policy Cheshire Scientific LTD will ensure that:

- The policy will be made available to all employees when requested.
- The policy will be made available during the induction process to all new employees.
- The policy will be made available at the Management meetings and amendments will be raised during the meeting.

### LEGAL FRAMEWORK AND ANTI – DISCRIMINATION COMMITMENT

#### Equality and Fair Pay:

- We adhere to the Equal Pay Acts of 1970, 1983, and 2010, ensuring equal pay for work of equal value and eliminating disparities based on factors such as gender, race, or disability.

#### Sex Discrimination Act:

- We operate in accordance with the Sex Discrimination Act, ensuring that employees of any gender receive fair treatment in all aspects of employment, including recruitment, promotions, and training.

#### Disability Inclusion:

- In compliance with the Disability Discrimination Act of 1995, our organisation is committed to providing equal opportunities and making reasonable adjustments to

premises or working practices to accommodate the needs of disabled persons, ensuring their equal access to employment.

**Race Relations Acts:**

- We strictly adhere to the Race Relations Act 1976, along with the Race Relations (Amendment) Act 2000, prohibiting discrimination on the grounds of race, colour, nationality, or ethnic or national origins, upholding equality in our recruitment, retention, and promotion practices.

**Human Rights Recognition:**

- We recognise the Human Rights Act of 1998 and are committed to upholding the rights outlined in the Act without discrimination on any grounds. We also prohibit discrimination based on sexual orientation, religious belief, or family circumstances in our recruitment and workplace practices.

## **DIVERSITY AND INCLUSION**

**Inclusive Workplace Culture:**

- Cheshire Scientific LTD recognises the value of diversity in our workforce and is dedicated to creating an inclusive workplace that embraces individuals from various backgrounds, cultures, and perspectives.

**Diversity Initiatives:**

- Our recruitment and workplace practices are designed to be inclusive and offer equal opportunities to individuals from diverse backgrounds.

**Community Engagement:**

- We will engage with community organisations representing various minority groups to understand and engage with potential job candidates, supporting diversity and inclusion.

**Training and Development:**

- We empower our employees through ongoing training and opportunities for professional growth, ensuring that all individuals, regardless of background, have equal opportunities to advance in their careers.

## **CONTINUOUS IMPROVEMENT AND REPORTING**

**Continuous Monitoring:**

- We continually monitor and evaluate our policies and practices to ensure they align with best practices and adhere to legal standards for equal opportunities, diversity, and anti-discrimination in the workplace.

**Transparency and Accountability:**

- We share progress related to our initiatives promoting diversity and inclusion with our leadership and staff promoting transparency and collective responsibility.

## **CONCLUSION**

Cheshire Scientific LTD's ongoing dedication to enhance our equal opportunities, diversity, and anti-discrimination policies is a core part of our organisational ethos. We acknowledge that this is not only legally mandated but crucial to ensuring a dynamic, innovative, and thriving workplace where all employees are valued and empowered to achieve their potential.

Signed on behalf of the company.

Date: 02.01.2026

Due Review: 02.01.2027