

## **Equality, Diversity and Inclusion Policy**

### **Policy Statement**

Ritchie Precision is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Ritchie Precision - in manufacturing mechanical parts and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

### **Objective of this policy**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil Partnership
  - Pregnancy and Maternity
  - Race (Including Colour, Nationality, and Ethnic or National Origin)
  - Religion or Belief
  - Sex
  - Sexual Orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - Pay and Benefits
  - Terms and Conditions of Employment
  - Dealing with Grievances and Discipline
  - Dismissal
  - Redundancy
  - Leave for Parents
  - Requests for Flexible Working
  - Selection for Employment, Promotion, Training or Other Developmental Opportunities

**Scope of this policy**

This policy applies to all of the company's activities. For partners, joint ventures and suppliers, we will seek to promote the adoption of policies consistent with the principles set out in this policy. Within the organisation, the responsibility to control the risk of discrimination occurring resides at all levels of the organisation. This policy covers all directors, employees, consultants and sub-contractors.

This organisation commits to:

- Setting out a clear equality, diversity and inclusion policy, and keeping it up to date.
- Making all employees aware of their responsibilities to adhere strictly to this policy at all times.
- Include appropriate clauses in contracts to prevent discrimination.