



EQUAL OPPORTUNITIES POLICY STATEMENT

Our Policy

The purpose of this policy is to provide diversity and equality to all employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether full time, part time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our Commitment

- Every employee is entitled to a working environment which promotes dignity and respect to all.
- No form of discrimination (direct, associative, perceptible or indirect discrimination), intimidation, bullying or harassment (including third party harassment) will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct, and could lead to disciplinary proceedings.
- This policy is fully supported by management and employees.
- The policy will be monitored and reviewed annually by the Ashdale Management Representative (MR), as part of the Ashdale Quality Management System.

The Law

This policy will be implemented within the framework of the relevant legislation, the Equality Act 2010, which consolidates previous legislation

Signed:

A handwritten signature in black ink, appearing to read "Barrie Watts", followed by a period.

Designation: Barrie Watts, Director

Date: January 2026