



## Equal Opportunities and Diversity Policy

### 1. Policy Statement

Threeepwood Consulting Ltd (TCL) is dedicated to encouraging and ensuring a supportive and inclusive culture amongst the whole company. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

The organisation is also committed to prevent discrimination of customers or the public.

### 2. Purpose

The policy's purpose is to:

- promote equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- ensure awareness of the protected characteristics in the Equality Act 2010 namely age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- ensure that any form of unlawful discrimination by TCL is avoided and opposed. 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, and selection for employment, promotion, training or other development opportunities.

### 3. Commitment

TCL commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this policy.



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- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which TCL believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that corrective measures can be applied.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

We will inform all employees that an Equal Opportunities and Diversity Policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of stakeholders, customers, suppliers, and job applicants.

This policy will be monitored and reviewed regularly, in consultation with our employees, to ensure that equality and diversity is continually promoted.

Issued by:

Gary Eastwood  
Managing Director



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### Document History

<b>Version</b>	<b>Date</b>	<b>Amendment</b>	<b>Issued by</b>	<b>Authorised by</b>
1	17/12/2021	First issue	Reinis Salna Financial Officer	Gary Eastwood Managing Director