



PURPOSE

We are committed in the pursuit of equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by our core values, expressed as:

- Freedom of thought and expression and freedom from discrimination

The success of any organisation and that of its employees depends very largely on the employees themselves, and so we actively encourage all staff actively promote, encourage, and understand diversity.

SCOPE

This policy applies to Monoworld Group.

GENERAL AIMS

The Business will take active steps to promote good practice. In particular it will:

- Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative
- Advance equality of opportunity between all diverse and non-diverse groups and individuals
- Monitor the recruitment and progress of all staff, collecting and collating equalities information and data as required.
- Promote an inclusive culture, good practice in our management practises

Take positive action wherever possible to support this policy and its aims.

EXPECTATIONS

The business will not accept any discriminatory act or attitude in the conduct of our business with the public, our employees, suppliers or clients.

These include acts of harassment or discrimination on the grounds of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, gender, marital status, sexual orientation, gender reassignment, age or disability are disciplinary offences.

MANAGEMENT AND REPORTING

Our Equal Opportunities Policy will be managed fulfil our moral and statutory obligations in relation to equalities legislation and will consider:

- Compliance, equal pay, assessing the impact of policies and practices and reporting Developing and Implementing Best Practice
- Inclusive Practice for employees and relevant stakeholders, including Dignity at Work
- Promotion of Equality and Diversity, including relevant diversity events, training, and guidance.
- Data and Information Provision, including appropriate monitoring and compliance reporting.

- Progress against actions and objectives shall be reported in the Equality and Diversity Annual Review.

APPROVAL

Signed by the Compliance Director

Chris O'Farrell

Date: 07/08/2023

To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.

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