



Equality, Diversity and Inclusion Policy

Purpose

Monoworld Group is committed to promoting equality of opportunity and fostering a proactive, inclusive approach to equality, diversity, and inclusion. We support and encourage individuals from all backgrounds, promote an inclusive culture, and value the diversity that strengthens our organisation.

This commitment is underpinned by our core values, including:

- Freedom of thought and expression.
- Freedom from discrimination.

The success of our organisation depends on the contribution of all employees. We therefore encourage all staff to actively promote, support, and understand the importance of equality, diversity, and inclusion in the workplace.

Scope

This policy applies to all employees, workers, contractors, agency staff, and job applicants associated with Monoworld Group.

General Aims

Monoworld Group will take active steps to promote equality, diversity, and inclusion throughout the organisation. In particular, we will:

- Work towards the elimination of unlawful discrimination, harassment, bullying, and victimisation based on any protected characteristic, whether actual, perceived, or by association.
- Advance equality of opportunity for all individuals and groups.
- Foster good relations between people from different backgrounds and communities.
- Monitor recruitment, employment, training, promotion, and career progression activities, collecting and analysing equality data where appropriate and lawful to do so.
- Promote an inclusive culture through fair and transparent management practices.
- Ensure policies, procedures, and decision-making processes are applied consistently and fairly.
- Take positive action, where lawful and appropriate, to support the aims of this policy.
- Provide a working environment in which everyone is treated with dignity, respect, and fairness.

This policy reflects our commitment to creating a workplace where all individuals can contribute fully and achieve their potential, free from discrimination and unfair treatment.

Expectations

Monoworld Group is committed to providing a workplace and business environment that is free from discrimination, harassment, bullying, and victimisation.

We will not tolerate any discriminatory behaviour, actions, practices, or attitudes in our dealings with employees, workers, contractors, suppliers, customers, clients, or members of the public.

Any act of discrimination, harassment, bullying, or victimisation based on a protected characteristic is considered a serious matter and may result in disciplinary action. Protected characteristics include, but are not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

All employees are expected to treat others with dignity, courtesy, and respect and to contribute to a workplace culture that values diversity and inclusion.

Management and Reporting

Monoworld Group will manage this policy in accordance with its legal obligations and commitment to best practice in equality, diversity, and inclusion. To support the effective implementation of this policy, the business will:

- Ensure compliance with relevant equality legislation and associated statutory requirements.
- Promote equal opportunities in recruitment, training, development, promotion, and all other employment practices.
- Monitor employment practices and, where appropriate, collect and analyse equality and diversity data to identify trends and areas for improvement.
- Promote inclusive working practices and maintain a workplace culture that supports dignity, respect, and fairness for all employees.
- Provide guidance, training, and awareness activities to support understanding of equality, diversity, and inclusion.
- Encourage participation in relevant diversity initiatives, events, and awareness campaigns.
- Review policies, procedures, and practices to assess their impact on equality and inclusion.
- Report on progress against equality objectives, actions, and initiatives through the annual Equality and Diversity Review.

Senior managers and leaders are responsible for ensuring that this policy is effectively implemented within their areas of responsibility and that any concerns relating to equality, diversity, inclusion, discrimination, or harassment are addressed promptly and appropriately.

APPROVAL

Signed by the Compliance Director

Tim Croxford



Date: 10 06 2026