

## Equality Policy 2025

Bancroft Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforces. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

The purpose of this policy is to provide equality and fairness for all within our employment and not to discriminate against any person because of their Protected Characteristics as per the requirements of the Equality Act 2010. Discrimination may be by Direct Discrimination, Discrimination because of a perceived characteristic or because of association, Indirect Discrimination, Harassment, and Harassment by a third party or Victimisation.

A person's Protected Characteristics are Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

All employees, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on 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 company.

Our Commitment is:

- To create an environment in which all our employees are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development, and progression opportunities are available to all employees
- We will review all employment practices and procedures to ensure fairness
- All breaches of our Equality Policy will be regarded as misconduct and could lead to disciplinary proceeding being taken
- The Equality Policy will be monitored and reviewed annually

This policy is not part of any contract of employment and does not create contractual rights or obligations.

This policy will be reviewed as and when necessary, or at regular intervals no longer than 12 months.

Signed:

Name: Barry Martin

Title: Managing Director

Date: 10th January 2025

