



Equality, Diversity & Inclusion Policy

February 2024

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Summary

enims is in full compliance with the Equality Act 2010 therefore enims is committed to eliminating discrimination and encouraging diversity amongst our workforce. enims aim is that its workforce is truly representative of all sections of society and each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief and age. enims oppose all forms of unlawful and unfair discrimination. 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 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.

1 Our commitment:

- To create an environment in which individual differences and the contributions of all our staff 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 staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by enims' Senior Management Team.
- The policy will be monitored and reviewed annually.

Policy Review

The review of this policy is the responsibility of the Managing Director, Business Manager and Senior and HR Manager and will be reviewed in line with our internal management systems. If any change is required, an updated policy will be issued to employees for completion of declaration (where necessary).



**Signed: Pete Satchell – Managing Director
February 2024**