



## Equality, Diversity and Inclusion Policy

Mirage and Mole Limited is committed to encouraging equality, diversity and inclusion among our team and all that we do, as well as eliminating unlawful discrimination.

The aim is for our people and customers to be truly representative of all sections of society and for each team member to feel respected and able to give their best.

The organisation – in providing our services - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our team, whether associates, contractors, part-time or full-time.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of 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.
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow team members, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make opportunities for training, development and progress available to all our people, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning our people being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review operational practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the team regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Signed by - Lee Moulson (Managing Director):

*Lee Moulson*

Date: 3 January 2023

Review Date: 1 January 2024