

## Equality and Diversity Policy

### Policy:

Guttridge Limited seeks to ensure equality of opportunity and treatment for everyone involved with the company. The aim is to achieve an environment where employees treat each other with mutual respect regardless of disability, race, ethnicity, nationality, religion, belief, gender, marital status, sexual orientation, trade union activity, unrelated criminal convictions or any other criteria which is irrelevant to a person's employment with the company.

We will treat all current and potential employees, contractors, and visitors to the company with respect and dignity and establish a culture where diversity is valued. We aim to maintain a constructive and positive working environment free from harassment, discrimination, and victimisation. This policy will apply to all current and potential employees also to contractors, consultants and suppliers who are required to indicate that they subscribe to this policy or must produce an equivalent policy of their own.

### Policy Application:


Guttridge Limited makes it a condition of employment that employees follow this policy and that any breach of the same may be dealt with under the company disciplinary procedures as appropriate. Any employee who believes that she/he is being discriminated against, victimised, or harassed may raise the issue through the company grievance procedure.

This policy is implemented in the context of the following legislation.

- Equality Act 2010
- Health and Safety at Work etc. Act 1974
- The Rehabilitation of Offenders Act 1974
- Employments Rights Act 1996
- Protection for Harassments Act 1997
- Human Rights Act 1998
- Race relations (Amendment) Act 2000
- Employment Act 2002
- Sexual Harassment Act 2025

Responsibilities Under This Policy: The Directors and Department Managers of Guttridge Limited will be responsible for giving a consistent and high-profile lead on equality and diversity issues and for ensuring the policy is followed.

On behalf of Guttridge Limited



Steve Wade

General Manager

Date: 26<sup>th</sup> February 2026