



# Equality, Diversity, and Inclusion Policy Statement

## Statement of Intent

All entities within The Sovini Group are fully committed to Equality, Diversity, and Inclusion. We will promote a positive culture of valuing and celebrating diversity and accepting and including people regardless of their personal characteristics or circumstances. Whoever you are, you can expect to be treated fairly, with respect and free from discrimination. Our work environments will be welcoming, friendly and a place for all our colleagues to thrive in.

We take a zero-tolerance approach to all forms of bullying and harassment in the workplace including behaviour from or directed towards our staff.

We will aim to meet or exceed the legal requirements as outlined primarily in the Equalities Act 2010 and the Human Rights Act 1998, however, in going beyond legal compliance, we want to do what is morally right.

We will carry out our duties, in relation to; Recruitment and Selection, Employment, Business/Supply Chain Management and Service Provision with positive regard for the following core strands of equality; Age, Disability, Gender, Race, Gender Identity/Expression, Sexual Orientation, Religion and/or Belief, Marriage & Civil Partnership and Pregnancy & Maternity.

In carrying out our duties, we also recognise that some people may experience disadvantage due to their socio-economic circumstances, employment status, class, appearance, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.

We will strive to ensure that the principles set out in this statement are adhered to at all times.

**Signed:**

**Reviewed:** 16/04/2024

**Roy Williams**  
Group Chief Executive Officer