



Equality & Diversity Policy

GH DISPLAY LTD

Version 3

January 2024

Policy review period: Annually

Next review due date: 2nd January 2025



Equality & Diversity Policy

GH Display Ltd is committed to fostering a culture of Equity, Diversity and Inclusion (ED&I) in all aspects of our business. We believe that every individual deserves respect, fair treatment as well as an equal opportunity to succeed in their life and in society as whole.

The Company is committed to the principle of equal opportunity in employment. The Equality & Diversity Policy aims to ensure that no employee (whether full or part-time), potential employee or temporary worker is treated less fairly on grounds of:

- Sex
- Sexual orientation
- Race (including colour, nationality & ethnic origin)
- Religion/belief
- Pregnancy/maternity
- Marriage/civil partnership
- Gender reassignment
- Disability
- Age

It is the policy of the Company to treat employees with respect and dignity and to ensure that employees are not victimised or subjected to harassment. The Company seeks to select, promote, appraise, and treat all employees according to their relevant aptitude, skills, and abilities. All employees shall be given equal access to training and development and career opportunities. Furthermore, all differences in terms and conditions of employment and related benefits shall be justified on legitimate business grounds only. Disciplinary action shall be taken against any employee found to be discriminating on any of the above grounds in relation to employees, prospective employees, temporary workers, clients, suppliers, or members of the public.

Management has the primary responsibility for the successful application of the policy. Managers have a responsibility to:

- Not discriminate in the course of employment against employees, applicants, or temporary workers
- Not induce others to practice unlawful discrimination
- Discipline any employee for failure to adhere to the policy

We commit to work actively towards creating an inclusive environment where all voices are heard, valued and considered. Our pledge is our public commitment to build an inclusive business for everyone.

We will adhere to all legal and regulatory requirements, but we will go further and we will aim to continuously improve. We want GH Display Ltd to be recognised as a responsive, fair and inclusive employer.

What is ED&I?

Equity exists when you create a fair and inclusive environment where everyone has an equal opportunity to succeed regardless of their individual circumstances. We will work to proactively identify and address any barriers or biases that hinder equitable access to services, opportunities and resources.

Diversity is about valuing and celebrating our differences, whether they be visible or invisible, and recognising and seeking to harness these within our business. We will embrace the value of different experiences, perspectives and opinions that help us thrive as individuals and create a culture where all voices are heard and valued.

Inclusion is the culture which creates a sense of belonging for all individuals. We will promote an ethos of respect, openness and acceptance where differences are embraced. We will create opportunities for everyone to contribute, grow and thrive where we make decisions based on merit and free from any form of bias or discrimination.

In our workplace:

We aim to build a diverse workforce that reflects our communities, and to be recognised as a fair and inclusive employer. We know that by having teams of mixed gender, ethnicity, physical ability, age and sexual orientation, we will benefit from a variety of viewpoints and a wider range of experience.

To do this we will:

- Create an inclusive workplace and ensure current and prospective employees have equality of opportunity for recruitment, selection, terms and conditions of employment, training, development and career progression.
- Eliminate any harassment or unjustifiable discrimination against anyone for any reason, including their race, colour, nationality, ethnic or national origin, religion, sex or sexual orientation, working pattern, marital status, gender reassignment, disability, age, political opinion or family status.
- Ensure we benefit from the different perspectives our employees offer.
- Ensure employee wellbeing is at the heart of our HR practices, with a particular emphasis on maintaining good mental health.

This policy was last updated and signed by the owners of GH Display Ltd on 2nd January 2024

Signed

Jenny Hodson

Director



John Hodson

Director

