

EQUALITY AND DIVERSITY POLICY STATEMENT

Bryen Langley are committed to ensuring that it provides equality of opportunity through employment and service delivery. This commitment to equality of opportunity is a core value of the company and also ensures Bryen Langley complies with The Equalities Act 2010.

We recognise diversity within its workforce and value this diversity as strength and recognise that this diversity is essential to provide a service to all its customers. It will ensure that the different needs and expectations of its diverse workforce are met.

Our approach to Equality and Diversity is based on the principle of inclusion. At its heart is a commitment to the value that all staff brings to the organization because of their diverse characteristics. These cover not only race, gender and disability but also factors such as age, marital status, sexuality, religion, background, personality and work style.

We will work hard to ensure that, as an employer, it will provide an employment environment in which people have the opportunity to contribute and develop according to their individual merits and aspirations.

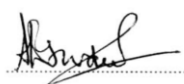
We recognize that there is also a strong business case for placing a positive value on diversity in the workforce.

We will not discriminate directly or indirectly through applying conditions or requirements, which contravene legislation and/or which cannot be shown to be justified.

We are committed to promoting an environment where a fair and equitable service is provided to customers.

It is the responsibility of every employee to uphold and implement this policy and it is the responsibility of managers to plan, manage, monitor and regularly review this policy.

Alan Escudier

A handwritten signature in black ink, appearing to read 'Alan Escudier', with a dotted line underneath.

Director

Date: January 2025

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1.2	Jan 25	HASP 046 Equality and Diversity Policy	1 of 1