

EQUALITY POLICY

It is the firm policy of Co-Create Solutions not to discriminate against any person in regard to employment, termination, promotion, demotion, task assignment or training on the grounds of sex, age, race, colour, political persuasion, national extraction, social origin or disability.

Each individual, regardless of their membership or affiliation with any particular grouping, must and will be given a fair and equitable opportunity to compete.

It is the responsibility of all managers and staff to ensure that no person is discriminated or victims.

All Managers, similarly, have a responsibility to be cognisant of relevant legislation and to ensure that legislation is adhered to regardless of the circumstances.

Failure to comply with this policy and relevant legislation may result in unfavourable publicity and adversely impact on the Co-Create Solutions' image and credibility in the industry.

This will obviously then have repercussive impacts on company staffing in terms of the number retained as well as the safety of staff available to us.

Indirect discrimination is also intended to be covered by this policy.

This policy is applicable to Co-Create in all its operations and functions including those situations where employees are required to work on specific sites. The Policy Statement will be reviewed on an annual basis and is available to all interested parties via our website.

Dated this day: 4th of September, 2023

Signed for and on behalf of the organisation trading as **Co-Create Solutions**

Authorised Person Signature



Authorised Person Name:

Matthew Warren

Position:

Managing Director