

Equality, Diversity, and Inclusion Statement

Purpose

We, at Inline Removals take our commitments to equality, diversity and inclusion (EDI) very seriously and never discount enquiries from any sector of the community. Neither do we discriminate when it comes to our employees. This Statement sets out our commitment to equalities and the mechanisms we have to ensure that we adhere to our policy.

Scope

Within the Company, every effort is made to ensure all employees and all persons are treated equitably and that should we refuse any request it will be based on factors other than the protected characteristics, as mentioned in the Equality Act (2010). We expect every member of staff, and every person acting as our representative, to abide by this statement and the policies and procedures associated with it. Our EDI policies and procedures in respect of staff cover every aspect of our operation including, recruitment, training, promotion, and retraining.

Our Customers and Clients

We are committed to ensuring that all our customer, clients, stakeholders and potential customers are treated fairly and equitably. We provide training for staff in equality, diversity and inclusion and we actively ensure that our staff treat all those with whom we do, or may do business with, in accordance with our commitment to equality, diversity and inclusion.

Our Employee Commitment

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- To promote equality in the workplace as good management practice and making sound business sense.
- We will regularly review all our employment practices and procedures to ensure fairness.
- We will ensure all staff will not directly or indirectly discriminate or harass any third parties including customer or clients.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- All managers and employers are required to undertake training appropriate to their role.

This statement is fully supported by senior management.

Signed, *John Osborne*, Director, Inline Removals & Storage Limited.

Date: August 2023