

Equality, Diversity, and Inclusion Policy

Introduction

At **Giant Group**, we believe that a diverse and inclusive workplace is not only essential for promoting fairness and equality but also for fostering innovation, creativity, and employee well-being.

This policy outlines our commitment to promoting equality, diversity, and inclusion across all aspects of our business operations.

2. Policy Statement

- We are committed to providing equal opportunities for all employees and job applicants, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, or any other protected characteristic under the Equality Act 2010.
- We aim to create an inclusive working environment that respects and values individual differences, where everyone feels safe, respected, and able to contribute their full potential.
- We recognise the importance of diversity and strive to eliminate discrimination, harassment, and victimisation in the workplace.
- We promote diversity and equality at all levels of the organisation, from recruitment and selection to training, career development, and advancement opportunities.

3. Responsibilities

- The Leadership team is responsible for implementing and monitoring this policy, ensuring compliance with relevant legislation, and promoting equality, diversity, and inclusion within the Company.
- HR is responsible for ensuring that all employees are aware of this policy and associated procedures and will also ensure that this policy is implemented fairly and consistently.
- All employees are responsible for treating their colleagues, clients, and partners with dignity, respect, and fairness, and for supporting the company's commitment to equality, diversity, and inclusion.

4. Recruitment and Selection

- All job descriptions and advertisements will be written to ensure that they do not discriminate or exclude any potential candidates due to any protected characteristics and that the vacancy is open to all suitable candidates that meet the criteria for the role.
- A decision to recruit will be based solely on the merits of the individual and how they performed during selection process.

5. Training and Development

- We aim to provide training and development opportunities to enhance employees' awareness of equality, diversity, and inclusion issues.
- We promote inclusive leadership and support employees in acquiring the skills necessary to foster an inclusive working environment.

6. Workplace Behaviour

- We have zero tolerance for any form of discrimination, harassment, or victimisation, and we expect all employees to treat each other with dignity, respect, and fairness.
- Employees who believe they have experienced or witnessed any form of discrimination, harassment, or victimisation are encouraged to report it promptly through the appropriate channels.

7. Monitoring and Review

- We aim to regularly monitor the effectiveness of our equality, diversity, and inclusion policies and practices to identify areas for improvement.
- We will review the equality, diversity, and inclusion policy annually.

8. Communication

- We communicate our Equality, Diversity, and Inclusion Policy to all employees, making it readily accessible through BreatheHR and employee handbooks.
- We promote open dialogue and encourage employees to contribute their ideas and suggestions for fostering equality, diversity, and inclusion within the Company.

9. Implementation and Compliance

- Breaches of this policy will be dealt with in accordance with our Disciplinary Procedure. Serious cases of discrimination may amount to gross misconduct resulting in dismissal without notice.
- This policy applies to all employees, job applicants, contractors, and anyone else associated with **Giant Group**.