



## MAN COMMERCIAL PROTECTION LIMITED

**BS EN ISO 9001  
incorporating BS7499,  
BS7858, BS7960 &  
BS7984, 7958**

### **EQUALITY, DIVERSITY, INCLUSION & EQUITY POLICY**

**Approved by:  
I. McCallister Chief  
Executive Officer (CEO)**

**Date**

**January 2024**

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### **VISION**

MAN Commercial Protection (hereto known as MAN Commercial) is an equal opportunities employer and committed to creating a culture in which diversity and equality of opportunity are promoted actively within the organisation and in which unlawful discrimination is not tolerated. MAN Commercial recognises the real business benefits of having a diverse community of staff and to this end works towards building and maintaining an environment which values diversity.

### **POLICY PURPOSE**

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - *age*
  - *disability*
  - *gender reassignment*
  - *marriage and civil partnership*
  - *pregnancy and maternity*
  - *race (including color, nationality, and ethnic or national origin)*
  - *religion or belief*
  - *sex*
  - *sexual orientation*
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - *pay and benefits*
  - *terms and conditions of employment*
  - *dealing with grievances and discipline*
  - *dismissal*
  - *redundancy*
  - *leave for parents*
  - *requests for flexible working*
  - *selection for employment, promotion, training, or other developmental opportunities*

### **OUR COMMITMENTS**

The organization commits to:

1. Encourage equality, diversity, and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.



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This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help the organization provide equal opportunities in employment, and prevent bullying, harassment, victimization, and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimization, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimization and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organization's work activities.

Such acts will be dealt with as misconduct under the organization's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of the organization.

5. Make decisions concerning staff based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the equality, diversity, and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### **BREACH OF THE POLICY**

MAN Commercial will take seriously any instances of non-adherence to the Equality, Diversity and Inclusion policy by staff. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy.

### **RELEVANT LEGISLATION**



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MAN Commercial implemented this Equality and Diversity Policy in accordance with current legislation and codes of practice including:

### **ACTS OF PARLIAMENT**

- EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003, Religion and Belief Regulation 2004 and Sexual Orientation Regulation 2004.
- Race Relations Amendment Act 2000.
- Human Rights Act 1998.
- Disability Discrimination Act 1995.
- Race Relations Act 1976 and Amendment 2000.
- Sex Discrimination Act 1975.
- Equal Pay Act 1970 and Amendment 1983.
- Civil Partnership Act 2004.
- Marriage (Same Sex Couples) Act 2013.
- Disability Discrimination Act 2005.
- Equality Act 2006.

### **REGULATIONS**

- Sex Discrimination (Gender Reassignment) Regulations 1999.
- Race Relations Act 1976 (Amendment) Regulations 2003.
- Equal Pay Act 1970 (Amendment) Regulations 2003.
- Employment Equality (Sexual Orientation) Regulations 2003.
- Employment Equality (Religion or Belief) Regulations 2003.
- Employment Equality (Sex Discrimination) Regulations 2005.
- Employment Equality (Age) Regulations 2006.