ELOVADE

Diversity and Inclusion Policy

October 2024

Diversity and Inclusion Policy Statement

Equality, diversity and inclusion are an integral part of Brigantia Partners Limited. To Brigantia, 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce.

We remain committed to the creation of equal opportunities and the development of an excellent working environment where every individual can feel valued, included and respected. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers (including agency workers) are covered by this policy, and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored, and policies and practices are amended if necessary to ensure that no unfair, or unlawful, discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals at Brigantia as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equal opportunity lies with managers and supervisors of Brigantia Partners Limited, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Policy implementation

- In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or a fixed-time employee.
- The Company's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.
- We will ensure that the policy is circulated to any agencies responsible for out recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.
- The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

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- The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- Management has the primary responsibility for successfully meeting these objectives by, not discriminating in the course of engagement against employees, workers or job applicants;
- Not inducing or attempting to induce others to practice unlawful discrimination;
- Bringing to the attention of our workforce that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.

Recruitment and Employment

Brigantia Partners Limited is committed to the principle of equal opportunity employment, and our recruitment process is fair, un-biased and non-discriminatory. Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee or worker receiving less favourable treatment because of a protected characteristic.

In-line with the protected characteristics under the Equality Act 2010, all applicants will not be discriminated against for the following reasons:

- Age
- Disability
- Gender
- Race (including colour, nationality, ethnic and national origin)
- Sex
- Sexual orientation
- Being pregnant or on maternity leave
- Religion or spiritual belief
- Being married or in a civil partnership

Equality Objectives

Our equality objectives are to:

- Influence equality, diversity and inclusion at work, through our services and with our partners and Affiliates;
- Provide services that are accessible and effective for all our customers
- Be an organisation that fully reflects the diversity of the communities that we serve.

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