

	<div><u>Nuneaton Signs LTD</u></div> <div>Equality Policy</div>	Policy No	08
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Written By Muhammad Sajid Sheikh (HR & Finance)		Authorised By Christopher Wilcox (Managing Director)	

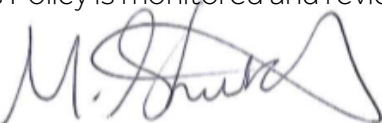
Nuneaton Signs Limited is committed to eliminating discrimination and encourage diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

OUR 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.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Board of Directors, Managing Director and the Senior Management team.
- It is the intention of the Company to comply with Government Legislation concerning:
 - Equality Act 2010
 - Equal Pay Act 1970
 - Age Discrimination Regulations 2006
 - Sex Discrimination Act 1975
 - Race Relation Act 1976
 - Disability Discrimination Act 1995
 - Employment Rights Act 1996
 - Race Relations Act (Amendment 2000)
 - Employment Act 2002
 - Religion or Belief Regulations 2003
 - Sexual Orientation Regulations
- This Policy is monitored and reviewed annually.

Signed.....

 Muhammad Sajid Sheikh – Head of HR & Finance

Date: 22/05/2024