

## EQUAL OPPORTUNITIES STATEMENT

### Our Commitment to Equality and Inclusion

At Blue Circle Surveyors Ltd, we are committed to promoting fairness, diversity, and inclusion in all aspects of our business. We believe that everyone deserves an equal opportunity to succeed, and we strive to create an environment where all employees, clients, and partners feel valued and respected.

We comply with the Equality Act 2010 (Amendment) Regulations 2023 and actively integrate diversity and inclusion into our workplace culture. Our goal is to foster an environment that is free from discrimination and supports equal opportunities for all.

### Our Equal Opportunities Policy

This policy applies to all employees, contractors, consultants, job applicants, and clients. We ensure that every aspect of employment, from recruitment to promotions, training, and workplace conduct, is guided by principles of fairness and equal treatment.

Our commitments include:

- A **zero-tolerance approach** to discrimination based on protected characteristics, including age, disability, gender, race, religion, sexual orientation, pregnancy, or marital status.
- Ensuring all employment opportunities are **accessible**, with reasonable adjustments made for employees and candidates with disabilities.
- A **transparent and merit-based** recruitment process where hiring, training, and promotions are based on skills, qualifications, and performance.
- Actively **promoting diversity** by reducing unconscious bias and ensuring inclusivity in decision-making.

### Recruitment & Selection

To ensure fairness and inclusivity in our recruitment process, we:

- Use inclusive and gender-neutral language in job advertisements to attract a diverse range of candidates.
- Provide reasonable adjustments to support candidates with disabilities throughout the recruitment process.
- Follow a structured and unbiased interview process, ensuring decisions are based solely on merit and suitability for the role.
- Regularly review hiring practices to maintain fairness and equal opportunities.

### Creating an Inclusive & Accessible Workplace

Blue Circle Surveyors Ltd actively fosters an inclusive workplace by:

- Integrating our core values into our recruitment process to ensure employees align with our values and ambitions.
- Providing training on equality, diversity, and inclusion to all employees.

- Ensuring clear and accessible communication methods for employees with additional needs.
- Implementing reasonable workplace adjustments, such as ergonomic equipment and assistive technology.
- Encouraging employees to raise concerns about inclusivity without fear of retaliation.

### **Preventing Discrimination, Harassment & Bullying**

We have a **zero-tolerance** approach to discrimination, bullying, and harassment. Employees who experience or witness discrimination should:

- Report concerns confidentially to their line manager.
- Follow our Whistleblowing Policy to raise concerns.
- Expect fair and prompt action, as all complaints will be investigated thoroughly.

### **Whistleblower Protection**

Employees who raise concerns about breaches of this policy are protected from any form of retaliation, including dismissal, disciplinary action, or unfavourable treatment. Any employee found treating a whistleblower unfairly will be subject to disciplinary action.

### **Continuous Improvement & Accountability**

We are committed to continuously improving our approach to equal opportunities. To uphold this commitment, Blue Circle Surveyors Ltd will:

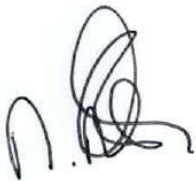
- Review this policy annually to align with legal updates and best practices.
- Conduct diversity audits and employee surveys to assess inclusivity.
- Develop action plans to enhance workplace diversity and eliminate barriers to equal opportunities.

### **Monitoring and Review**

The company's directors will review compliance with this statement annually to ensure continued progress and effectiveness.

This statement does not form part of any employee's contract of employment or any contract with third parties and may be amended at any time.

### **Approved by:**



Nick Medlock  
Director – Blue Circle Surveyors Ltd  
Date: 10/02/2025