

## Equal Opportunities Statement

---

Reactive Zero Two Limited are an equal opportunity employer and are fully committed to a policy of treating all of our employees and job applicants equally in all aspects of employment including: recruitment and selection, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, selection for redundancy and dismissal.

We will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications, without regard to race, religion or belief, sex, sexual orientation, pregnancy or maternity, gender reassignment, age, marriage and civil partnership or disability. In our employee hand book policies these are known as the "Protected Characteristics".

We will appoint, train, develop and promote on the basis of merit and ability alone. We will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free of harassment based upon any of the Protected Characteristics. We will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with us, such as clients, customers, contractors and suppliers.

We are committed to being an employer of choice where everyone is recognised for the contribution they bring to our business and the diversity of our workforce is vital to strength and future of our company's performance.

We are also committed to building strong and engaging partnerships with our clients, supply chain, and all other stakeholders to work alongside those businesses that share our views. To do this is to ensure that we maintain best practice in terms of fairness, inclusion and respect and that this becomes a trademark of our delivery along with continuous review and improvement.

### **OBJECTIVES**

Our objective is to create and maintain a continuously developing environment where people feel they are respected and valued, and can achieve their best regardless of their race, nationality, national or ethnic origins, sex, age, maternity or marital status, responsibility for dependents, disability, sexual orientation or religious beliefs.

As an equal opportunities employer we are opposed to all forms of unlawful and unfair discrimination and are committed to eliminating unlawful discrimination by actively encouraging diversity in the workplace operating with a workforce that is representative of the communities of which we are a part of.

This statement shall be subject to an annual review.

AUTHORISED BY:



Toby Gale

Operations Director of Reactive Zero Two Ltd

Reviewed 10<sup>th</sup> January 2024