



Brintons

Equality, Diversity and Inclusion Policy

Brintons is committed to eliminating unlawful discrimination by encouraging equality, diversity and inclusion among its workforce giving all sections of society the opportunity to be a part of the Brintons family. It is important that for each employee to feel respected and be able to give their best. The policy is extended to customers and consumers alike.

The policy's main purpose is as follows:

- To provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- In respect of the Equality Act 2010 to not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including color, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- To oppose and avoid all forms of unlawful discrimination. This includes but is not limited to pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training and/or other developmental opportunities.

The organization is committed to:

- Encouraging equality, diversity and inclusion in the workplace as a matter of good practice to enhance business.
- Creating a working environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where individual difference and the contributions of all staff are recognized and valued.
- This commitment involves the training of managers and employees alike about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include how staff conduct themselves to assist the organization in providing equal opportunities in employment, and to prevent bullying, harassment, victimization and unlawful discrimination.
- All staff are made aware that they, alongside 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.
- Staff should take seriously complaints of bullying, harassment, victimization and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organization's work activities.
- Any such acts will be dealt with under the organization's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct. 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.
- Decisions concerning staff should be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).



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- Review employment practices and procedures when necessary to ensure fairness, updating them and the policy to take account of changes in the law.
- 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 the commitments set out in the equality, diversity and inclusion policy.

The equality, diversity and inclusion policy is fully supported by senior management.

Details of the organization's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal.

Duccio Baldi
Chief Executive
Sept. 2020