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|  | Equality, Diversity and Inclusion Policy Statement | Issue: | Document Reference: |
| | | 07 | CSL/POL/HSQE/006 |
| | | Issue Date: May 2024 | Date of Next Review: May 2025 |

Camscaff Limited is committed to an equality of opportunity policy for all to ensure that people are judged on their merits.

Camscaff Limited's equality of opportunity, for itself, its partners is reinforced by quality assurance and ensures that no element in a person's working life (e.g. recruitment, training, development, and conditions of employment) should be influenced by consideration of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex, sexual orientation and trade union membership and activity, responsibility for dependants or employment status or any condition other than that persons suitability and that no one is disadvantaged by conditions or requirements which are not justifiable.

Camscaff Limited will also, through monitoring and compliance consider the following:

- To promote equal opportunities for all
- To tackle social exclusion
- Be compliant and supportive of all legislation

All employees will be selected or recruited, trained and developed on fair and consistent criteria related to the requirements of the role or event to be undertaken.

Camscaff Limited will adhere to all employment law that includes:

- The Sex Discrimination Act 1975
- Race Relations Act 1976
- Equal Pay Act 1970 (as amended)
- Employment Rights Act 1996 (as amended)
- Equality Act 2010
- Modern Slavery Act 2015

Camscaff Limited recognises that the law alone does not guarantee a change in attitudes or fairness in practice. This is why a constructive equality of opportunity policy applied by all employees is a necessary requirement. It will require a personal commitment from everyone within its employ or care.

This policy will be reviewed annually by the Managing Director.



Stephen Rowan
Managing Director