

Terranomics Limited Equality and Diversity Policy Statement

Mission statement

Terranomics Limited is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

Responsibility

Chris Knight (Director & Co-Founder) is responsible for ensuring that this equality and diversity policy is implemented. However, all employees have a responsibility to ensure that they contribute to delivering the aims and objectives.

Policy aims

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Terranomics Limited is also against the discrimination of customers or the public.

Our policy is to make sure that no person receives less favourable treatment on the grounds of:

- age
- sex
- sexual orientation as per the Equality Act 2010
- race including colour, nationality, ethnic or national origin
- religion
- being pregnant or on maternity leave
- being married or in a civil partnership
- gender reassignment

Terranomics Limited commits to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- prevent all forms of unlawful discrimination. This includes in 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 or other developmental opportunities.
- encourage equality and diversity in the workplace.
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. This commitment includes ensuring employees are aware of their rights and responsibilities under the equality policy.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- 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 utilised to maximise the efficiency of the organisation.
- decisions concerning the appointment and promotion of staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- we will respect the local norms, laws and customs of the countries in which we work, and ensure that our advice and services incorporate the feedback of local stakeholders.
- review this policy annually.
- this policy is publicly available on our website.

Signed

A handwritten signature in black ink, appearing to read 'C. Knight', is written over a faint, light-colored watermark of the same signature.

Position

DIRECTOR

Date

24/07/2023

Date of next review

24/07/2024