

Reference	C205
Version	2.0
Issue Date	07/04/2026
Approved	MD

## CORPS 7 LTD

### EQUALITY AND DIVERSITY POLICY



### Vision

Corps 7 Ltd is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. Corps 7 Ltd recognizes the real business benefits of having a diverse community of staff and to this end, is working towards building and maintaining an environment which values diversity.

### Policy Statement

Corps 7 Ltd believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, Corps 7 Ltd will aim to ensure that:

- individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background or being lesbian or gay and any other inappropriate distinction;
- it promotes an inclusive and supportive environment for staff;

### Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities Corps 7 Ltd will have due regard to:

- promoting equality of opportunity, across all the areas of the organisation
- promoting good relations between people of a diverse background
- eliminating unlawful discrimination

This policy is guided by the following principles, that:

- all staff, should enjoy a safe environment free from discrimination and harassment/bullying
- all employees should have equal access to quality services that are made available by Corps 7 Ltd
- all staff should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities wherever possible.

### Responsibilities

**The Managing Director** is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation across the organization.

**The Managing Director** is responsible for ensuring that procedures relating to staff recruitment, selection, career development discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

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**The Managing Director is** responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted;
- ensuring all staff are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and their staff to meet the needs of their respective areas

### **Breach of the Policy**

Corps 7 Ltd will take seriously any instances of non-adherence to the Equality and Diversity policy by staff. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy.

### **Relevant Legislation**

Corps 7 Ltd has implemented its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

- EU Anti-Discrimination Directives (which currently include the Race Relations Act (Amendment) Regulations, Religion and Belief Regulation and Sexual Orientation Regulation
- Race Relations Amendment Act
- Human Rights Act
- Disability Discrimination Act
- Race Relations Act
- Sex Discrimination Act
- Equal Pay Act and Amendment

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Approved by MD: \_\_\_\_\_

Date: 07/04/2026