

# Equality and Diversity Policy

Company Name: Destroy Everything Limited

Address: 565 Green Lanes, Haringey, London, N8 ORL, United Kingdom

Company Registration Number: 12988694 (Registered within Companies House of England and Wales)

Date: 02.01.2024

## 1. Introduction

Destroy Everything Limited is committed to promoting equality and diversity in all areas of our operations. We believe that everyone should be treated with dignity and respect, and that diversity enriches our work environment and enhances our creativity. This policy outlines our commitment to promoting equality and diversity and sets out our expectations for all employees, contractors, clients, and other stakeholders.

## 2. Scope

This policy applies to all aspects of employment and service delivery within Destroy Everything Limited, including recruitment, training, promotion, client engagement, and interaction with suppliers and partners.

## 3. Equality and Diversity Principles

We will not discriminate against any individual or group on the basis of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We will create a work environment that is inclusive and welcoming to all, where individuals are treated fairly and with respect, and where everyone has equal access to opportunities for personal and professional development.

We will take proactive steps to identify and address barriers to equality and diversity within our organisation and seek to create a culture of inclusivity where diversity is celebrated.

We will comply with all relevant legislation and regulations relating to equality and diversity, including the Equality Act 2010 and any subsequent amendments.

## 4. Responsibilities

**Senior Management:** Senior management is responsible for providing leadership on equality and diversity issues, setting the tone for our organisational culture, and ensuring that equality and diversity considerations are integrated into all aspects of our operations.

**Managers and Supervisors:** Managers and supervisors are responsible for implementing this policy within their teams, promoting a culture of inclusivity, and addressing any instances of discrimination or harassment promptly and effectively.

**Employees:** All employees are expected to treat their colleagues, clients, and other stakeholders with dignity and respect, to comply with this policy, and to actively contribute to creating an inclusive work environment.

**Clients, Contractors, and Suppliers:** We expect our clients, contractors, and suppliers to adhere to the principles outlined in this policy and to support our efforts to promote equality and diversity.

## **5. Recruitment and Selection**

We will recruit and promote employees based on their skills, qualifications, and experience, regardless of their age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We will ensure that our recruitment processes are fair, transparent, and free from bias, and that reasonable adjustments are made to accommodate the needs of candidates with disabilities.

## **6. Training and Development**

We will provide training and development opportunities to all employees to support their professional growth and advancement, regardless of their background or characteristics.

We will offer training on equality and diversity issues to raise awareness, challenge stereotypes and unconscious bias, and promote inclusive practices within our organisation.

## **7. Grievance and Disciplinary Procedures**

We will take all allegations of discrimination, harassment, or victimisation seriously and will investigate them promptly and impartially.

Employees who engage in discriminatory behaviour or harassment will be subject to disciplinary action, up to and including dismissal, in accordance with our disciplinary procedures.

## **8. Monitoring and Review**

We will monitor our compliance with this policy and review it regularly to ensure that it remains effective and up-to-date.

We will collect and analyse data on the diversity of our workforce and track progress towards our equality and diversity objectives.

We will engage with employees, clients, and other stakeholders to gather feedback on our equality and diversity practices and identify areas for improvement.

## **9. Communication and Implementation**

We will communicate this policy to all employees, contractors, clients, and other relevant stakeholders and provide them with the support and resources they need to comply with it.

We will ensure that our equality and diversity commitments are reflected in our internal communications, external marketing materials, and interactions with clients and suppliers.

## **10. Conclusion**

Destroy Everything Limited is committed to promoting equality and diversity and creating an inclusive work environment where everyone feels valued and respected. By adhering to the principles outlined in this policy and working together, we can build a stronger, more diverse, and more successful organisation.

Signed: Arin Ariman, Director of Destroy Everything Limited



Date: 02.01.2024