



# Equality and Diversity Policy

## Statement of Intent

euromic and its members are committed to creating a supportive and inclusive culture in the workplace. It is within our best interest to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all contractors, members, and members' employees give, and are provided with, equal opportunity and that our organisation is representative of all sections of society.

Every employee, member, members' employees, suppliers, and volunteers will be respected, accepted and valued for who they are and for their contribution to euromic. This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When candidates are selected for employment, promotion, training, or any other benefit, it will be based on aptitude and ability and the process will be transparent. All employees will be given help and encouragement to develop their full potential and utilise their unique talents.

The association and its members are opposed to all forms of unlawful and unfair discrimination.

## Euromic Equality & Diversity Policy

euromic and its members commit to:

1. Create an environment in which individual differences and the contributions of all team members are recognised and valued.
2. Create a working environment that promotes dignity and respect for every employee.
3. Not tolerate any form of intimidation, bullying, or harassment.
4. Make training, development, and progression opportunities available to all staff.
5. Promote equality in the workplace.
6. Encourage anyone who feels they have been subject to discrimination to raise their concerns.
7. Encourage employees to treat everyone with dignity and respect.

## Policy Compliance

euromic and its Members will be obligated to comply with all the conditions included in the policy and any additional laws protecting Equality and Diversity in the jurisdictions they operate in.