

Equality and Diversity Policy

Radiocomms Systems Ltd is dedicated to encouraging a supportive and inclusive culture amongst the workforce and it promotes the diversity to eliminate discrimination in the workplace. Our aim is to ensure all employees are given equal opportunities to support equality and fairness to all in our employment, no matter whether they are part-time, full-time or temporary.

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Working hours and contract length whether temporary or permanent
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work with us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without discrimination.

We take steps to ensure that all staff are aware of their rights and their responsibilities as employees both in general terms and in relation to diversity. It is the responsibility of everyone associated with Radiocomms Systems Limited to sustain a culture and approach to our work that supports the principle of diversity and equality. As part of this we encourage staff and other stakeholders to make suggestions on how we can further our aims of equality, diversity and inclusiveness.

This policy applies to all our relationships within and between our staff, and the external stakeholders with whom we work. This policy is fully supported by senior management and has been shared with its employees.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

A handwritten signature in black ink, appearing to read "Bhupinder Sidhu".

Bhupinder Sidhu
Operations Director
Radiocomms Systems Limited

27/06/2024