

# FUTURFORM

## Equality & Diversity Policy

### 1. Purpose

Futurform Limited is committed to promoting equality, diversity, and inclusion in the workplace. We aim to provide a working environment free from discrimination, harassment, and victimisation, where all individuals are treated with dignity and respect.

### 2. Our Commitments

We will:

- Comply with the **Equality Act 2010** and all other relevant legislation.
- Ensure that employment decisions are based on merit, competence, and business needs.
- Provide equal opportunities for training, development, and progression.
- Treat everyone fairly regardless of age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Promote a culture of respect and inclusion across the business.
- Take prompt action to address any form of discrimination, harassment, or bullying.
- Regularly review our policies and practices to ensure fairness and accessibility.

### 3. Responsibility

Senior management has overall responsibility for ensuring this policy is implemented. Managers are responsible for fostering an inclusive environment within their teams. All employees are expected to treat others with respect and play their part in upholding equality and diversity in the workplace.

### 4. Communication

This policy will be:

- Communicated to all employees.
- Made available to customers, suppliers, and stakeholders via our website.
- Reviewed annually and updated where necessary.

#### Approved by:

Futurform Limited

August 2025