

## Equality & Diversity Policy

**Company:** Connexion Developments Ltd

January 26

**Review Cycle:** Annual or upon significant business change

### 1. Purpose

Connexion Developments Ltd is committed to promoting equality, fairness, and respect in all aspects of its business activities. This Equality & Diversity Policy sets out our commitment to providing an inclusive working environment in which all individuals are treated with dignity and respect, and where opportunities are based on merit.

We recognise that a diverse and inclusive workplace supports better decision-making, stronger teamwork, and long-term business success.

### 2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, and agency workers
- Job applicants and individuals engaged in recruitment processes

The principles of this policy also extend to our dealings with customers, suppliers, and other business partners.

### 3. Our Commitment

Connexion Developments Ltd is committed to:

- Providing equality of opportunity in employment, training, and advancement
- Ensuring recruitment and selection decisions are based on skills, qualifications, and experience
- Creating a working environment free from discrimination, harassment, and victimisation
- Treating all individuals fairly and consistently
- Complying with all applicable equality and employment legislation

### 4. Equal Opportunities

We do not discriminate unlawfully based on protected characteristics as defined by the Equality Act 2010, including but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

Employment decisions are made objectively and fairly, with consideration given only to factors relevant to the role.

### 5. Diversity and Inclusion

Connexion Developments Ltd values diversity within its workforce and aims to foster an inclusive culture where:

- Differences are respected and valued
- Everyone feels able to contribute and perform to the best of their ability
- Communication is open, professional, and respectful
- Individual perspectives are recognised as a strength

We expect all employees and partners to support these principles through their behaviour and conduct.

## 6. Harassment, Bullying, and Victimisation

Harassment, bullying, or victimisation of any kind will not be tolerated.

This includes, but is not limited to:

- Offensive or inappropriate language or behaviour
- Intimidation, threats, or abuse
- Unwanted conduct related to a protected characteristic

Any such behaviour may result in disciplinary action.

## 7. Responsibilities

### Management

Management is responsible for:

- Promoting equality and diversity within the organisation
- Ensuring fair and consistent application of this policy
- Addressing concerns promptly and appropriately

### Employees

All employees are responsible for:

- Treating colleagues and others with respect
- Supporting an inclusive working environment
- Challenging or reporting inappropriate behaviour

## 8. Reporting Concerns

Any concerns relating to discrimination, harassment, or breaches of this policy should be raised promptly.

Concerns may be reported to:

- Line management
- Senior management or company directors

All reports will be handled sensitively, confidentially, and without retaliation.

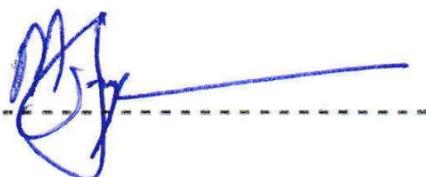
## 9. Monitoring and Review

Connexion Developments Ltd will monitor the effectiveness of this policy and review it periodically to ensure continued compliance with legal requirements and best practice.

## 10. Policy Review

This Equality & Diversity Policy will be reviewed annually or following significant changes to legislation or business operations.

Approved by:



Managing Director

For and on behalf of Connexion Developments Ltd