



Sorinteq Academy Limited: Equality and diversity statement

Policy Statement: Sorinteq Academy Limited is committed to promoting equality, diversity, and inclusion throughout our organization. We believe that embracing diversity and fostering an inclusive culture not only enriches the workplace but also enhances our creativity, innovation, and overall success. This Equality and Diversity Policy outlines our commitment to creating a working environment where all individuals are treated with dignity, respect, and fairness, regardless of their background, identity, or characteristics.

Scope: This policy applies to all employees, officers, contractors, clients, and anyone else associated with Sorinteq Academy Limited.

Key Principles:

- 1. Equal Opportunities:** Sorinteq Academy Limited provides equal opportunities to all employees and applicants. Employment decisions, including recruitment, promotion, training, and compensation, are based on merit, qualifications, and business needs.
- 2. Diversity and Inclusion:** We value and celebrate diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, and socioeconomic background. We actively seek to create an inclusive environment where everyone feels welcome and appreciated.
- 3. Preventing Discrimination:** Discrimination, harassment, or victimization based on any protected characteristic is strictly prohibited within our organization. [Your Company Name] is committed to creating a workplace free from such behaviour.
- 4. Reasonable Adjustments:** We recognize and respect the diverse needs of our employees. Sorinteq Academy Limited is committed to making reasonable adjustments to support employees with disabilities and ensure they can fully participate in all aspects of employment.
- 5. Training and Awareness:** We provide training and awareness programs to all employees to promote understanding and acceptance of diversity and inclusion. This includes training on unconscious bias, cultural competence, and other relevant topics.
- 6. Reporting and Resolution:** Sorinteq Academy Limited encourages the reporting of any incidents or concerns related to equality and diversity. We have procedures in

place to investigate complaints promptly and take appropriate action to address any violations of this policy.

7. **Supplier and Partner Relationships:** We encourage diversity among our suppliers and partners and seek to work with organizations that share our commitment to equality and diversity.

Implementation: To implement this Equality and Diversity Policy, [Your Company Name] will:

- Regularly assess and monitor our policies, procedures, and practices to ensure they promote equality and diversity.
- Establish clear reporting mechanisms for incidents related to equality and diversity.
- Promote a culture of inclusion through ongoing communication and awareness initiatives.

Review and Update: This Equality and Diversity Policy will be regularly reviewed and updated to ensure its continued relevance and effectiveness in light of changes in the business environment, legal requirements, or industry best practices.

Effective Date: 1st January 2024

Review Date: 31st December 2024

Version: V3.