

# Equal opportunities Policy

**CONTROLLED**

**Tredrewen Springs 2008 Ltd** recognise that everyone has a contribution to make to our society and a right to equal opportunities. No job applicant or employee or organisation or individual to which we provide services will be discriminated against by us on the grounds of:

- Gender (including sex, marriage, gender re-assignment); race (including ethnic origin, colour, nationality and national origin); disability; sexual orientation; religion or belief or age. All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Human Resources, management or Directors.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment in line with Equality Act 2010 through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary) will be treated fairly and with respect.
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.
  - Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- We will create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- We will ensure that every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We are committed to making relevant training, development and progression opportunities available to all staff.
- We will treat breaches of our equality policy as misconduct and can lead to disciplinary proceedings.

This policy will be communicated to interested parties, including staff to make them aware of our expectations and their obligations under this policy.

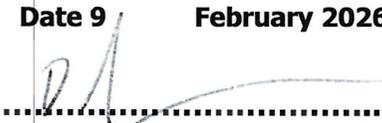
This policy will be reviewed at least annually.

**Approved by Dave Ripon**

**Date 9**

**February 2026**

**Operations Director.**

  
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