


## Rekan Limited

### Equal opportunities/race relations policy

Issue date: 01/05/24, Revision: P05

<b>OVERALL AND FINAL RESPONSIBILITY FOR THIS POLICY</b>	Nicholas Riley (Managing Director)
<b>DAY-TO-DAY RESPONSIBILITY FOR IMPLEMENTATION</b>	Nerissa Riley (Practice Manager)

<p><b>STATEMENT OF GENERAL POLICY</b></p> <p>At Rekan we continually monitor equality and diversity across all aspects of our business. We consider it extremely important to employ the correct person for the role based on their merits and skills, regardless of background, gender, ethnicity or disability.</p> <p>Rekan is committed to providing a working environment in which all its employees are able to realise their full potential and to contribute to its business success irrespective of their gender, race, disability, sexual orientation, marital status, part time status, age, religion or belief. This is a key employment value to which all employees are expected to give their support.</p> <p>This commitment applies to all aspects of employment including:</p> <ul style="list-style-type: none"> <li>▪ Recruitment and selection, including advertisements, job descriptions, interview and selection procedures</li> <li>▪ Training</li> <li>▪ Promotion and career development opportunities</li> <li>▪ Terms and conditions of employment and access to employment related benefits and facilities</li> <li>▪ Grievance handling and the application of disciplinary procedures</li> <li>▪ Selection for redundancy.</li> </ul> <p>In order to create conditions in which this goal can be achieved, Rekan is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the Company. It is expected that all employees will support this commitment and assist in its implementation.</p> <p>Rekan will keep its policies under review and will implement changes according to new legislation and social attitudes.</p>
<p>Nicholas Riley (Managing Director)  01.05.2024</p>