


## Rekan Limited

### Disability policy

Issue date: 01/05/23, Revision: P02

<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 recognise that we have an obligation towards all our employees and the community at large to ensure that people with disabilities are afforded equal opportunities to enter employment and progress within the company.</p> <p>In addition to complying with the requirements of the Equality Act 2010, the company will follow procedures designed to provide for fair consideration and selection of disabled applicants and to satisfy their training and career development needs.</p> <p>If an employee becomes disabled in the course of their employment, reasonable steps will be taken to accommodate their disability by considering adjustments to working practices and arrangements, or by considering redeployment and appropriate retraining to enable them to remain in employment with the company wherever reasonably possible.</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) </p> <p style="text-align: right;">01.05.2024</p>