

Equality & Diversity Policy Statement 2025



This statement is made by Trent Instruments Ltd with regards to Equality and Diversity Act 2010.

Trent Instruments Ltd is committed to promoting equal opportunities in employment and is dedicated to providing a working environment free from harassment and bullying and ensuring all staff are treated, and treat others, with dignity and respect.

We will not tolerate any form of unlawful discrimination or harassment of other people including current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts and on work-related trips or events including social events).

Policy

This policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment. This policy covers all employees, officers, consultants, contractors, casual workers and agency workers, it does not form part of any employee's contract of employment and we may amend it at any time. Employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

The board has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. The Managing Director has overall responsibility for the day-to-day operational responsibility for this policy.

All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. Managers will be given appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice. the Quality Manager has overall responsibility for equal opportunities training.

This policy statement will be reviewed annually unless circumstances dictate it should be reviewed more frequently. The last review of this policy was on **30.07.2025**.

A handwritten signature in blue ink, appearing to read "Mark Buckley", is written over a horizontal line.

Mark Buckley
Managing Director