



## EQUALITY & DIVERSITY POLICY STATEMENT

Quinn London Ltd fully support the principles of equality in employment and are opposed to all forms of unlawful or unfair discrimination on grounds of age, disability, sex, sexual orientation, race, religion or belief, gender, marital status, pregnancy or maternity.

Diversity is valued and it is believed to be in the company's best interests, and of all those who work in it, to ensure that equality of opportunity is given to all. This applies to whether an individual is part-time, full-time or on a temporary contract.

Every possible step will be taken to ensure that individuals are treated equally and fairly, and that decisions on recruitment, selection, training and development, promotion, career management and any other benefits will be based solely on objective and job-related criteria.

All employees will be helped and encouraged to realise their full potential to enable them to give their best, to maximise the efficiency and effectiveness of the company.

Quinn London commits:

To create an environment in which individual differences and the contributions of all team members are recognised and valued.

To create a working environment that promotes dignity and respect for every employee.

Not to tolerate any form of intimidation, bullying, or harassment at work.

To make training, development, and progression opportunities available to all staff.

To promote equality in the workplace, which Quinn London Ltd believes is good management practice and makes sound business sense.

To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.

To encourage employees to treat everyone with dignity and respect.

To regularly review all our employment practices and procedures so that fairness is maintained at all times.

This policy statement complies with the Equality Act and will be reviewed on an annual basis or as legislation demands. Changes will be communicated to employees as required.

Quinn London Ltd Equality and Diversity Policy is fully supported by Senior Management.

Gerry O'Connor

A handwritten signature in blue ink, appearing to read "Gerry O'Connor".

Pat McGrath

A handwritten signature in black ink, appearing to read "Pat McGrath".

Joint Managing Directors

Date: 30 September 2024