

Revised “Diversity and Equal Opportunities Policy Statement”

BMS-POL-07

Hydro Cleansing Ltd is committed to supporting, developing, and promoting diversity and equality in all of its employment practices and activities. We will maintain an inclusive culture free from discrimination and based on the values of fairness, dignity, and respect.

The aim of this policy is to help Hydro Cleansing Ltd act in accordance with the Equality Act 2010, including the Worker Protection (Amendment of Equality Act 2010) Act 2023. We are committed to maintaining the highest possible standards of business practice and to advising individuals of the Company's Diversity and Equal Opportunities culture and requirements within the business.

As Managing Director, I will ensure that we support and develop staff by providing them with access to facilities, personal and career development opportunities, and employment on the basis of merit and ability. This will be irrespective of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation, transgender identity, or marital status.

In accordance with our legal obligations under the Worker Protection (Amendment of Equality Act 2010) Act 2023, Hydro Cleansing Ltd is committed to a positive and proactive duty to take all reasonable steps to prevent sexual harassment in the workplace. To meet this preventative duty, the company will conduct regular, formal risk assessments to identify and mitigate the specific risks of sexual harassment in all working environments, including on-site, off-site, and at work-related social events. All employees and managers will receive mandatory, regular training on what constitutes sexual harassment, how to recognise unacceptable behaviours, and the correct procedures for reporting or handling an incident.

Employees have a duty, both morally and legally, not to discriminate against individuals. This means that there shall be no discrimination on account of disability (including mental health), race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation, transgender identity, or marital status. Employees have personal responsibility for the practical application of this policy, which extends to the treatment of members of the public, employees, clients, and other contractors.

The company will provide clear and accessible reporting channels for all employees, which may include confidential and anonymous options. All complaints will be taken seriously, investigated impartially, and handled with the utmost confidentiality. Disciplinary action under the Disciplinary Procedure shall be taken against any employee who is found to have committed an act of unlawful discrimination or sexual harassment. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct.

If there is any doubt about appropriate treatment under this Policy, employees should consult their line manager or the designated HR contact.

This Policy Statement will be briefed to all employees upon commencement of employment in the induction process and whenever it is revised. A copy of the Policy will be displayed prominently at Hydro Cleansing offices and made available upon request.

The Management will monitor the operation of this Policy and its effectiveness through regular audits and staff surveys to encourage and strive for continual improvements and performance as an ongoing action.

As Managing Director of Hydro Cleansing Ltd, I will ensure that this policy is implemented, communicated to all employees, and reviewed as necessary.

S. Hoad



Managing Director

Dated: 14/05/2025

Revised 26th October 2024 for compliance with
Compliance with the Worker Protection
(Amendment of Equality Act 2010) Act 2023