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## EQUALITY & DIVERSITY POLICY

MW Fire Ltd is committed to Equity, in avoiding discrimination against people and to create a safe and inclusive atmosphere for all. This policy could equally be described as Equal Opportunities policy. The policy outlines our commitment to treat everyone fairly and without prejudice. This applies to our employees, customers, contractors and those who come into contact with the Company in any way. We strive to improve our application of equality and diversity and to stay apprised of current legislation and the requirements for compliance.

The Company will:

- Develop Company practices in line with the principles of fairness and equality which may incorporate such things as whistle-blowing and trade union activity.
- Employ an Equal Opportunities policy for all, reviewed annually.

Fairness:

- Everyone has the right to be treated with dignity and respect.
- We will not discriminate on the grounds of race, gender, disability, nationality, religion, philosophical or political beliefs, age, sexual orientation, trade union activity, or other relevant social factors.
- We will adopt fair and inclusive practices throughout our operations and will seek to eliminate all prejudice, discrimination, bullying, and harassment.
- Employees have a personal responsibility for the practical application of this policy in their day-to-day activities and must support the Company's policy.
- Non-compliance with this policy may be dealt with by disciplinary action.

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