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EQUALITY & DIVERSITY POLICY

1. Introduction

MW Fire Ltd is committed to equity, to avoiding discrimination, and to creating a safe and inclusive atmosphere at work. This policy, which may equally be described as an Equal Opportunities Policy, sets out our commitment to treating everyone fairly and without prejudice. It applies to employees, customers, contractors and all those who come into contact with the Company.

This policy is written in accordance with the Equality Act 2010. We strive to continually improve the application of equality and diversity across our operations and to remain current with the legal requirements for compliance.

2. Our Commitment

The Company will develop its practices in line with the principles of fairness and equality, encompassing areas such as whistleblowing and trade union activity. An Equal Opportunities approach is applied to all aspects of employment and engagement with the Company, and this policy is reviewed annually.

3. Principles of Fairness

Everyone who works for or interacts with MW Fire Ltd has the right to be treated with dignity and respect. The Company will not discriminate on the grounds of any of the nine protected characteristics defined in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



The Company extends this commitment further to cover nationality, philosophical or political beliefs, and trade union activity. MW Fire Ltd will adopt fair and inclusive practices throughout its operations and will seek to eliminate all forms of prejudice, discrimination, bullying and harassment.

4. Employee Responsibilities

All employees are required to:

- take personal responsibility for the practical application of this policy in their day-to-day activities.
- actively support the Company in upholding its commitment to equality and diversity.

Non-compliance may be dealt with through the Company's disciplinary process.