

## EQUALITY AND DIVERSITY POLICY

KEM Pumps Ltd is committed to treating all employees fairly and with respect.

We will endeavour to provide equal opportunities and prevent discrimination with respect to the legally protected characteristics that are sex, gender reassignment, sexual orientation, race, colour, ethnic or national origin, religion or beliefs, disability, age, marital or civil partnership status, pregnancy or maternity, and regardless of trade union membership or non-membership.

We will also endeavour to prevent discrimination against people because they are perceived to have or because they are associated with someone who has a protected characteristic.

We strive to provide a working environment that is inclusive, respectful and free from discrimination, prejudice or harassment.

We evaluate all aspects of our business to ensure that decisions made and actions taken with regard to advertising of vacancies, recruitment and selection, working conditions, terms of employment, access to training, opportunities for promotion and termination of employment are made fairly and do not discriminate against any specific person or group of people unfairly or illegally either directly or indirectly.

We aim to promote a working environment that recognises and values diversity, where individuals are respected and included in all areas of the business.

We will endeavour to make any reasonable workplace adjustments to enable the successful employment of people with a disability.

We will not tolerate any action that we consider to be bullying, intimidation or harassment, and anyone found to be acting in such a manner will be subject to disciplinary action.

We will not allow a working environment where any Employee feels threatened, excluded, or discriminated against. Any verbal communication, action, physical behaviours, written or electronic material or images that cause or are likely to cause offence, intimidation, distress or insult are not permitted and will be subject to disciplinary action.

In the case of harassment, discrimination or unacceptable behaviour by external or third parties where disciplinary action is not applicable, other sanctions or penalties will be imposed by KEM Pumps Ltd.

The Directors are responsible for maintaining standards of equality and ensuring that this policy and the principles within it are adhered to.

All employees are responsible for adhering to this policy and for promoting equality and diversity in the workplace. Any employee who feels that equality of opportunity is not being offered or who identifies incidents of bullying or harassment by any other person, party or organisation, should immediately report this to the Managing Director.

A handwritten signature in black ink, appearing to read "Irene Lesnikova", written in a cursive style.

Irene Lesnikova  
Director  
24/09/2021