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Title: Equality, Diversity and Inclusion Policy Statement		

Equality, Diversity and Inclusion

Policy Statement

Onwave UK Limited (“the Company”) promotes and supports equality of opportunity. We are committed to encouraging equality, diversity and inclusion among our team and in preventing any unlawful discrimination. This applies in the recruitment, selection, training, day-to day work and promotion of all grades of staff employed by the Company extending this policy to those who use the Company services. The Company operates in line with the Equality Act 2010 and the Employments Rights Act 2025 (UK) and ensure that our knowledge of any changes to the Acts are fully understood and applied.

The Chief Executive Officer has overall responsibility for ensuring this commitment is implemented and maintained. Managers are responsible for promoting an inclusive working environment, ensuring employees are treated fairly and addressing any concerns raised. All employees, contractors and third parties working on behalf of the Company are expected to support the principles of this policy by treating others with dignity and respect, completing any required training and reporting any suspected discrimination, harassment or victimisation. Changes to Equality and Diversity legislation are monitored by the HR team, recorded in the Company *Legislation Register* and reflected through updates within this Policy Statement.

The Company objective is to be representative of all sections of society and for each employee to feel respected and be able to give their best.

Promoting equality of opportunity means that everyone is treated solely based on their competence and merit, regardless of the protected characteristics:

- Age
- Health and disability – the Company have provided a work environment fully accessible for all physical abilities and provide necessary disability aids where required following reviews.
- Marriage and civil partnership

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- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

Discrimination or Associative discrimination (discrimination by association) of any employees or employee candidates is not tolerated under any circumstances and incidents shall be raised with the **HR Lead, COO** and/or **CEO**. To find a resolution or investigate any issues of alleged discrimination, the company may conduct a formal investigation and or the company disciplinary process.

Training is provided for equality and diversity within the workplace to foster a safe, respectful, and highly productive work environment. The primary goals are to prevent workplace discrimination, mitigate unconscious bias, and to ensure that the company comply with legal requirements like the Equality Act 2010 and the Employments Rights Act 2025 (UK). Employees are provided with a clear line of communication to report any discriminatory behaviour either through the respective **Department Lead, HR Lead** or third party (Peninsula).

We expect our suppliers and project partners to hold similar values in relation to Equality, Diversity and Inclusion within their organisations.

The Company monitor the composition of the workforce in line with the Equality Act 2010 in addition to the diversity reflection of communities in which the Company operate. Where monitoring identifies opportunities for improvement, appropriate actions will be taken. This policy is reviewed at least annually, or sooner where legislation, organisational changes or significant incidents require it.



Stuart Ladbroke

Chief Executive Officer (CEO)

08/07/2026