	Document Number: A120	Status: Approved
	Location: Company Server	Revision: 1.4
Classification: Restricted	Approved by: Stuart Ladbroke	Date: 01/07/2025
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 and amongst those who use the Company services. The Company operate in line with the Equality Act 2010 and ensure that our knowledge of any changes to the Act are fully understood and applied. 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 aim is for the Company to be truly 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 on the basis of 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
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

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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, this may require the initiation of the disciplinary process.

Training is provided for equality and diversity within the workplace to ensure knowledge and understanding of one another. 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. Should it appear that this policy is not fully effective positive action will be taken.

Our move to a hybrid working model supports the company aims in relation to Equality, Diversity and Inclusion.



Stuart Ladbroke

Chief Executive Officer (CEO)

01/07/2025