Equal opportunities policy

Overview

At iHasco, we are committed to promoting equal opportunities, valuing diversity and creating an inclusive environment where everyone is treated fairly, with dignity and respect.

We believe that equality, diversity and inclusion are fundamental to our values and contribute to the success of our business, our people and the communities we serve.

Our approach is to ensure that individuals are recognised and valued for their skills, abilities, experience and contributions, and that everyone has a fair opportunity to succeed.

We are committed to preventing unlawful discrimination and promoting equality of opportunity in our employment practices and professional relationships, including our interactions with customers, suppliers, contractors and other business partners.

Our commitment to equal opportunities

iHasco is committed to providing equal opportunities in accordance with the Equality Act 2010.

We do not tolerate unlawful discrimination on the grounds of any of the nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, including colour, nationality and ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring that our employment decisions and working practices are fair, objective and based on relevant skills, experience, qualifications and business requirements.

We recognise that promoting equality means identifying and addressing barriers that may prevent individuals from accessing opportunities or participating fully in working life.

Equality in employment

We are committed to fair and inclusive employment practices throughout the employee lifecycle, including recruitment, selection, training, development, promotion and other employment-related decisions.

Our approach is based on the following principles:

- **Fair recruitment and selection:** We aim to attract applicants from diverse backgrounds and assess candidates against the skills, qualifications, experience and competencies relevant to each role.
- **Equal access to opportunities:** We seek to ensure that employees have fair access to training, professional development and career progression.
- **Merit-based decisions:** Employment decisions are made using objective, job-related criteria, without unlawful discrimination or bias.
- **Inclusive working environment:** We promote a workplace where differences are respected, individual contributions are valued and everyone is encouraged to reach their potential.
- **Fair treatment:** We are committed to treating employees and applicants consistently and fairly, recognising that individual circumstances may require different forms of support.

We expect employees and those involved in recruitment and employment decisions to uphold these principles.

Disability inclusion and reasonable adjustments

iHasco recognises the importance of removing barriers that may disadvantage people with disabilities.

We are committed to making reasonable adjustments in accordance with our legal obligations, including during recruitment and throughout employment.

Depending on individual circumstances, reasonable adjustments may include changes to working arrangements, workplace accessibility, equipment or working methods.

Our aim is to ensure that disabled applicants and employees have fair opportunities to participate, contribute and develop their careers.

Preventing discrimination

We recognise that discrimination can occur in different forms, including:

Direct discrimination

Treating someone less favourably because of a protected characteristic, such as refusing to consider a suitably qualified candidate because of their race or disability.

Indirect discrimination

Applying a policy, practice or requirement that places people sharing a protected characteristic at a particular disadvantage, and which cannot be objectively justified.

Harassment

Unwanted conduct related to a relevant protected characteristic that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

Subjecting someone to a detriment because they have made, supported or are believed to have made or supported a complaint or taken other protected action under equality legislation.

We do not tolerate unlawful discrimination, harassment or victimisation and are committed to addressing concerns appropriately.

Our employees and working culture

We believe that everyone has a part to play in creating a respectful and inclusive workplace.

Our employees are expected to treat colleagues, customers, suppliers and other individuals with professionalism, dignity and respect.

Managers have a particular responsibility to promote fair treatment, support equal opportunities and address concerns relating to discrimination.

We recognise the importance of effective communication, awareness and appropriate training in helping employees understand their responsibilities and contribute to an inclusive culture.

Equality in our business relationships

Our commitment to equality extends beyond our workplace to the way we conduct business.

We aim to treat customers, suppliers, contractors and other business partners fairly and respectfully, without unlawful discrimination.

We are mindful of our equality commitments when working with external organisations and expect those interacting with our employees to demonstrate appropriate standards of professional conduct.

We are committed to communicating in a respectful and inclusive manner and avoiding discriminatory language in our internal and external communications.

Raising concerns

We take concerns about discrimination, harassment and victimisation seriously.

Employees are encouraged to raise concerns through the appropriate internal reporting procedures. Concerns will be considered sensitively and addressed in accordance with relevant company policies.

We are committed to ensuring that individuals are not subjected to victimisation for raising or supporting a concern about discrimination.

Where concerns involve external parties, we will consider appropriate action in line with the circumstances and our legal responsibilities.

Monitoring and continuous improvement

We recognise that promoting equal opportunities requires ongoing attention and review.

Where appropriate, we may monitor aspects of our recruitment and employment practices to help assess the effectiveness of our approach and identify opportunities for improvement.

Any personal information collected for equality monitoring will be handled confidentially and in accordance with applicable data protection legislation.

We are committed to reviewing our practices and procedures to support fair treatment, inclusion and compliance with relevant equality legislation.

Policy review

This policy will be reviewed periodically and may be updated to reflect changes in legislation, relevant guidance and business requirements.

Our commitment remains to promote equality of opportunity, respect individual differences and create an environment where everyone has the opportunity to succeed.

Please Note:
This policy may be varied from time to time in accordance with business and legislative requirements.