

Southern Trident

Equality Policy

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Version	Modified on	Modified by	Comments/Reason for new version
1	12/05/2023	Steve Harper	New

Southern Trident

Equality Policy

Introduction:

Southern Trident is committed to upholding human rights and opposes any form of unlawful and unfair discrimination. We recognize the importance of protecting the nine protected characteristics as set out in the Equality Act 2010. This Equality Policy outlines the steps we take to ensure that our business and supply chains are free from discrimination.

Policy Statement:

We acknowledge the responsibility to ensure that all our staff, contractors, and suppliers are aware of our Equality policy and comply with it. We will work with our partners to ensure that our suppliers' practices align with our values and standards. We provide equal opportunity in employment, and we do not tolerate any discrimination or harassment or any type of abuse.

No direct or indirect discrimination shall take place based on any professionally non-relevant trait or circumstance, like gender, marital status, age, national or social or ethnic origin, color, religion and political opinion, disability, sexual orientation, employee representation, property, birth or other status.

Any kind of discriminatory behavior, harassment, bullying, or victimization is prohibited. All staff is expected to follow the highest standards of conduct in all verbal and written communication based on mutual respect, and must refrain from any form of harassment, slander or any behavior that could be taken as offensive, intimidating, humiliating, malicious or insulting.

Protected Characteristics:

We recognize the nine protected characteristics outlined in the Equality Act 2010 and commit to ensuring that we do not discriminate against any individual based on these characteristics. These characteristics are:

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

Recruitment:

We aim to recruit staff based on their qualifications, skills, and experience and will not discriminate against any individual based on their protected characteristics. We will ensure that our recruitment process is fair, transparent, and free from any form of bias.

Training and Awareness:

We will provide training and awareness to all our staff to ensure that they are aware of the signs of slavery and human trafficking and how to report any concerns. We will also provide training on the nine protected characteristics to ensure that all staff members understand their rights and responsibilities.

Supply Chains:

We will work with our suppliers to ensure that they comply with our Equality policy and that their

practices align with our values and standards. We will also encourage our suppliers to adopt similar policies and procedures to ensure that their supply chains are free from slavery and human trafficking.

Reporting:

We encourage all staff, contractors, and suppliers to report any concerns related to slavery or human trafficking. We will investigate any reported concerns thoroughly, and appropriate action will be taken to address the issue.

Employees, suppliers, or agents can make contact confidentially with Southern Trident by emailing steve@southerntrident.com or by writing to:

Confidential – The CEO
Southern Trident Limited
11D South Park Road
Scunthorpe
DN17 2BY

Anyone raising a concern in good faith will not be criticized or penalized in any way even if it is shown, after investigation, that they were mistaken. Any form of reprisal or victimization against anyone who has raised a genuinely held concern is forbidden and will not be tolerated and itself will be treated as a disciplinary matter.

Conclusion:

Our organization is committed to upholding human rights and protecting the nine protected characteristics as outlined in the Equality Act 2010. We will continue to review and improve our policies and procedures to ensure that we meet our commitment to preventing slavery and human trafficking.

Approved by:

Steve Harper (CEO)

Signature:

A handwritten signature in black ink, appearing to read 'S. Harper'.

Date: 12/05/2023

For and on behalf of Southern Trident Limited

Date for review: May 2024