



SUPPLIES LTD

Total Supply

21 Woodham Halt,
South Woodham Ferrers,
Essex CM3 5JB

1. Purpose

At S10 Supplies Ltd, we are committed to fostering a workplace and community that values and celebrates ethnic diversity. This Ethnic Diversity Policy outlines our commitment to promoting an inclusive environment where individuals from diverse ethnic backgrounds are respected, supported, and provided with equal opportunities.

2. Policy Statement

S10 Supplies Ltd is dedicated to promoting ethnic diversity and inclusion in all aspects of our operations. We recognize that a diverse workforce and community contribute to creativity, innovation, and the overall success of our organization. We affirm our commitment to:

2.1. Equal Opportunity

- Providing equal employment opportunities to individuals of all ethnic backgrounds.
- Ensuring that all employment-related decisions are made without discrimination based on ethnicity, race, or nationality.

2.2. Inclusive Workplace

- Creating a workplace culture that respects and values diversity.
- Encouraging open dialogue and communication among employees to foster understanding and inclusion.
- Celebrating cultural differences through events, initiatives, and educational programs.

2.3. Recruitment and Hiring

- Actively seeking a diverse pool of candidates when recruiting for all positions.
- Ensuring that our recruitment processes are fair and unbiased.

2.4. Professional Development

- Providing opportunities for all employees to advance in their careers, regardless of their ethnic background.
- Offering diversity and inclusion training to employees to enhance awareness and promote inclusion.

2.5. Harassment and Discrimination

- Prohibiting any form of harassment or discrimination based on ethnicity, race, or nationality.
- Implementing a zero-tolerance policy for acts of discrimination or harassment and providing mechanisms for reporting such incidents.

2.6. Supplier and Vendor Diversity

- Encouraging the use of diverse suppliers and vendors, whenever possible, to support economic opportunities within various ethnic communities.

3. Responsibility

The success of this policy depends on the active participation of every member of [Your Organization Name]. The following parties share responsibilities:

3.1. Human Resources

- Executives, managers, and supervisors must lead by example, demonstrating a commitment to diversity and inclusion.
- They should integrate diversity and inclusion principles into strategic planning and decision-making.

3.2. Human Resources

- HR personnel should ensure that recruitment, hiring, and promotion processes are free from bias and discrimination.
- HR should also provide training and resources to employees regarding diversity and inclusion.

3.3. Employees

- All employees are responsible for promoting an inclusive and respectful workplace.
- They should report any incidents of discrimination or harassment promptly.

4. Compliance and Reporting

S10 Supplies Ltd, will regularly review and update this Ethnic Diversity Policy to ensure its effectiveness. Employees who believe that this policy has been violated are encouraged to report their concerns to HR or an appropriate designated authority. Confidentiality and non-retaliation are assured to all individuals who report violations.

5. Conclusion

By adhering to this Ethnic Diversity Policy, S10 Supplies Ltd aims to create a workplace and community where every individual, regardless of their ethnic background, can thrive, contribute, and feel valued. We believe that embracing ethnic diversity is not only the right thing to do but also a source of strength and competitive advantage.

This policy is effective as of 3rd July 2023, and all employees are expected to be familiar with and abide by its provisions.

Nigel Cornall 3rd July 2023

Operations Director.