



SUPPLIES LTD

Total Supply

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

S10 Supplies Ltd, Gender Diversity Policy

Effective Date: 3rd July 2023

1. Purpose

S10 Supplies Ltd, is committed to creating a diverse and inclusive workplace where all employees, regardless of their gender identity or expression, feel valued, respected, and have equal opportunities for professional growth and advancement. This Gender Diversity Policy outlines our commitment to promoting gender diversity and fostering an inclusive environment within our organization.

2. Policy Statement

2.1. Equal Opportunity

- The Company is committed to providing equal employment opportunities to all employees and applicants, irrespective of their gender identity or expression.
- All employment-related decisions, including recruitment, hiring, promotion, compensation, and training, will be based on an individual's qualifications, skills, and performance, rather than their gender.

2.2. Non-Discrimination

- Discrimination or harassment based on gender identity or expression is strictly prohibited.
- This includes but is not limited to, verbal, written, visual, or physical harassment or discrimination.
- All employees are responsible for creating and maintaining a workplace free from gender-based discrimination and harassment.

2.3. Inclusive Culture

- The Company is committed to fostering an inclusive workplace culture where all employees are treated with respect and dignity.
- We encourage open communication, active listening, and the free exchange of ideas among employees, regardless of their gender identity.

2.4. Training and Awareness

- The Company will provide training and resources to all employees to increase awareness and understanding of gender diversity and inclusion.
- Training will cover topics such as unconscious bias, respectful communication, and best practices for creating an inclusive workplace.

2.5. Gender-Neutral Policies

- The Company will review and revise its policies and practices to ensure they are gender-neutral and do not unintentionally discriminate against any gender identity.
- This includes restroom facilities, dress codes, and other policies that may affect gender-diverse employees.

2.6. Affirmative Action

- The Company will take affirmative action to promote gender diversity, including targeted recruitment efforts to attract underrepresented gender groups.

2.7. Support and Resources

- The Company will provide support and resources to employees who may be transitioning or facing gender-related challenges in the workplace.
- Confidentiality and privacy will be respected at all times.

3. Reporting and Enforcement

3.1. Reporting Procedure

- Employees who experience or witness gender-based discrimination or harassment are encouraged to report the incident promptly to their supervisor, HR, or through the designated reporting channels.
- The Company will investigate all reports promptly and impartially.

3.2. Consequences

- Violations of this Gender Diversity Policy will result in appropriate disciplinary action, up to and including termination of employment.

4. Review and Updates

This Gender Diversity Policy will be reviewed periodically to ensure its effectiveness and compliance with evolving laws and best practices. Updates and revisions will be made as necessary.

S10 Supplies Ltd, is committed to advancing gender diversity and creating an inclusive workplace for all employees. We believe that diversity makes us stronger and more innovative as an organization, and we are dedicated to fostering an environment where everyone can thrive.

Nigel Cornall, Operations Director