

## Equality policy

Clydesdale's policy is to ensure that no aspect of its business is carried out in such a way as to discriminate against any individual, group or organisation.

Clydesdale demonstrate this by respecting and meeting their ethical and statutory duty to preserve the nine protected characteristics as described in the Equality Act 2010.

The specific acts encompassed by the Equality Act 2010 are:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006, Part 2
- The Equality Act (Sexual Orientation) Regulations 2007

The Management Team bears the responsibility for establishing, maintaining and implementing this policy and for controlling those particular activities affected.

Clydesdale aims to enforce this in their business through:

- **Equality in recruitment.** We will not discriminate against any person when applying to work for Clydesdale. Recruitment and promotion will be decided entirely on merit.
- **Equality in supply and sourcing partners.** We will not discriminate against any person, group or organisation when working with our suppliers and we will expect our suppliers also to honour this policy in their business activities.
- **Equality in customer communications and interactions.** We will not discriminate against any person or organisation as a customer or in our promotional materials.
- **Equality in product.** Our products will always be available to and can be configured for any person or organisation without discrimination. Specific product configuration to suit an individual may carry a cost but this will always be arranged fairly and passed on to the customer without profit.
- **Publishing.** Clydesdale will publish this policy so that it is available to all stakeholders

This policy will be regularly reviewed to confirm its continuing suitability.

*By my signature I, David Sample, Managing Director of Clydesdale confirm the commitment of the company and its employees to the implementation of this policy.*

Signed:

Date:

24<sup>th</sup> February 2021 – To be reviewed yearly