



## Redblu Graphics Equality and Diversity Policy

At Redblu Graphics, we are committed to fostering a culture of equality, diversity, and inclusion in all aspects of our business operations. We recognise the importance of promoting respect, dignity, and fairness for all individuals, regardless of their background or characteristics. This policy outlines our commitment to upholding the principles of equality and diversity and sets out our expectations for all employees, contractors, suppliers, and clients.

### 1. Equality and Diversity Statement

Redblu Graphics is dedicated to providing equality of opportunity and promoting diversity and inclusion in every aspect of our organisation. We are committed to creating an environment where all individuals, regardless of their age, disability, sex, sexual orientation, race, religion or belief, gender reassignment, marriage or civil partnership status, or pregnancy and maternity status, are treated with fairness, dignity, and respect.

### 2. Responsibilities

It is the responsibility of every employee, contractor, supplier, and client associated with Redblu Graphics to uphold and promote the principles of equality and diversity. Managers and supervisors are accountable for ensuring that equality and diversity are integrated into all aspects of their teams' activities, including recruitment, training, performance management, and decision-making processes.

### 3. Recruitment and Employment

Redblu Graphics is committed to recruiting, retaining, and developing a diverse workforce that reflects the communities we serve. We will not discriminate on the basis of any protected characteristic in our recruitment and employment practices. All recruitment decisions will be based on merit, qualifications, and skills relevant to the role.

### 4. Training and Development

We will provide comprehensive training and development opportunities to all employees to ensure they have the knowledge and skills necessary to promote equality and diversity in the workplace. Training will cover topics such as unconscious bias, diversity awareness, and inclusive leadership.

## 5. Bullying and Harassment

Redblu Graphics has a zero-tolerance policy towards bullying, harassment, and discrimination in the workplace. We are committed to providing a safe and respectful work environment for all employees. Any incidents of bullying, harassment, or discrimination will be taken seriously and dealt with promptly and appropriately.

## 6. Client and Supplier Relationships

We expect all employees to treat clients, suppliers, and other stakeholders with respect and professionalism, regardless of their background or characteristics. We will not engage in or tolerate any discriminatory behaviour in our interactions with clients or suppliers.

## 7. Flexible Working

Redblu Graphics recognizes the importance of flexible working arrangements to accommodate the diverse needs of our employees. We will consider requests for flexible working arrangements, such as part-time work, job sharing, or remote working, in a fair and transparent manner, taking into account individual circumstances and business needs.

## 8. Monitoring and Review

We will regularly monitor and review our equality and diversity policies and practices to ensure they remain effective and compliant with relevant legislation. Feedback from employees, clients, and other stakeholders will be sought and used to inform continuous improvement efforts.

## 9. Implementation

This policy applies to all employees, contractors, suppliers, and clients of Redblu Graphics. Breaches of this policy may result in disciplinary action, up to and including termination of employment or contract.

### Redblu Graphics commitment to Commitment to equality and diversity.

At Redblu Graphics, we are committed to creating an inclusive and diverse workplace where everyone feels valued, respected, and empowered to contribute their best. By promoting equality and diversity, we can harness the full potential of our workforce and drive innovation and excellence in everything we do. Together, we can build a stronger, more inclusive future for our company and our communities.

Signed: *D Stewart*

Date: 13/03/2024