

Diversity, Equality and Inclusion Policy
Effective Visual Marketing Ltd. t/a EVM

Our company is committed to creating a diverse and inclusive workplace where all individuals are treated with respect and dignity. We believe that diversity and inclusion are integral to our success as a company and are committed to promoting good practice in the elimination of discrimination. To support this commitment, we have implemented the following policies and initiatives:

1. A non-discrimination policy that prohibits discrimination or harassment based on race, color, religion, national origin, gender, sexual orientation, gender identity or expression, age, disability, genetic information, or any other protected characteristic.
2. A diversity and inclusion training program for all employees, which includes information on how to recognize and prevent discrimination and harassment, and how to create a welcoming and inclusive workplace for all.
3. An inclusive recruitment process that actively seeks out and encourages applications from individuals of diverse backgrounds and experiences. This includes using inclusive language in job descriptions and ads, advertising job openings through a variety of channels that reach diverse communities, considering diversity in our candidate pool, and using structured interviews and objective criteria to ensure that all candidates are treated fairly.
4. Equal opportunities for training, development, and advancement for all employees, regardless of their background or identity.
5. A robust complaint and investigation process to ensure that any allegations of discrimination or harassment are promptly addressed and resolved.
6. A commitment to fostering an inclusive culture that values diversity and promotes equality.

We are committed to continuously reviewing and improving our policies and practices to ensure that they reflect our commitment to diversity, equality, and inclusion. We believe that this commitment is essential to our success as a company, and we will continue to work towards the elimination of discrimination in all its forms.

Approval

This policy has been approved by the appropriate company director and is reviewed annually to ensure its effectiveness and compliance.

Signed



Date

11-Jan-23