



# Equality and Diversity Policy

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Cox Management Services Ltd is the holding company for Cox Skips Ltd and The Recycling Partnership referred to within this policy as The Cox Group.

The Cox Group are committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experience can bring valuable insights to the workplace. Through recruiting, developing, training and retaining people, and complying to the Equality Act 2010 The Cox Group promotes a culture of respect and dignity and actively challenges discrimination should it ever arise.

Every employee is entitled to a working environment that promotes dignity, equality and respect for everyone and The Cox Group will not tolerate any acts of unlawful or unfair discrimination committed against an employee, contractor, job applicant or visitor because of a protected characteristic:

- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Disability
- Sexual orientation
- Religion and/or belief
- Age

Any employee, contractor, job applicant or visitor who feels they may have suffered discrimination because of any of the above protected characteristics, should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with their Line Manager or another colleague in a relevant position of seniority. They may alternatively decide to raise the matter through the Company's Grievance Policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. False allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under the Company's Disciplinary Procedure.

The policy will be reviewed at least annually through ISO audits to assess its effectiveness.

A handwritten signature in black ink, appearing to read 'A. Page'.

A. Page (Director)