

## Principles

BTC (Breckenholme Trading Company) acknowledges that everyone is different and that each individual has something unique to offer. It is therefore our aim to encourage an inclusive and supportive culture amongst our workforce eliminating discrimination in the workplace.

## Definition

Diversity can be along the lines of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Equality of opportunity is about ensuring everybody has an equal chance to take up opportunities and also to make full use of the opportunities on offer and to fulfil their potential.

## Commitment

Each individual is entitled to a working environment which promotes respect to all. BTC will not tolerate unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a characteristic such as:

- 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; and
- age

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

No form of intimidation, bullying or harassment will be tolerated.

To make training, development, and progression opportunities available to all staff.

To create an environment in which individual differences and the contributions of all team members are recognised and valued.

To create a working environment that promotes dignity and respect for every employee.

We are fully committed to and undertaking action on the duties placed upon us under the Equality Act 2010 and other forms of legislation that combat discrimination and promote equality and diversity.

The BTC equality and diversity policy is fully supported by senior management and the policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Signed



Ben Palmer

Director BTC