

Equity, Diversity & Inclusion (EDI) Policy

Policy Statement

10Eighty Limited ("the Company") is committed to fostering an inclusive, respectful and equitable working environment where everyone is treated with dignity and has the opportunity to contribute fully and thrive.

We believe that diversity of background, experience and perspective strengthens our business, enhances decision-making, and enables us to better serve our clients and partners. Inclusion means creating the conditions where people feel valued, respected, and able to be themselves at work.

The Company is committed to equality of opportunity and to preventing unlawful discrimination, harassment and victimisation in line with the Equality Act 2010. We actively oppose all forms of discrimination and seek to address barriers that may prevent individuals from accessing opportunity, development or progression.

This commitment applies equally to how we work with our employees, associates, contractors, clients and wider stakeholders. Everyone engaging with 10Eighty is entitled to be treated with fairness, respect and professionalism.

1.1 1. Objectives of this Policy

The objectives of this Policy are to:

- Prevent, reduce and eliminate unlawful discrimination, harassment and victimisation in accordance with the Equality Act 2010.
- Promote an inclusive culture where difference is recognised, respected and valued.
- Ensure that recruitment, promotion, development, training, reward, pay, terms and conditions, redundancy and dismissal decisions are based on merit, capability, qualifications, experience, skills and performance.
- Support equitable access to opportunity by recognising and, where appropriate, addressing structural or systemic barriers.
- Ensure our services are delivered in a way that is inclusive and accessible to clients and partners.

1.2 2. Designated Officer

Overall responsibility for this Policy sits with the leadership of the Company.

Designated Officer:

Name: Michael Moran

Position: Director

Telephone: 07970 701620

While a Designated Officer is identified, responsibility for inclusion and fair treatment is shared across the business. All leaders are expected to model inclusive behaviours and uphold this Policy in practice.

1.3 3. Definition of Discrimination

Discrimination is unequal or unfair treatment that results in a person being treated less favourably than others, or placed at a disadvantage, because of a protected characteristic.

Under the Equality Act 2010, protected characteristics include race, sex, pregnancy and maternity, marital or civil partnership status, gender identity, disability, religion or belief, age, and sexual orientation.

Discrimination may be direct or indirect and includes discrimination by perception or association.

1.4 4. Types of Discrimination

4.1 Direct Discrimination

Direct discrimination occurs when a person is treated less favourably than another because of a protected characteristic.

4.2 Indirect Discrimination

Indirect discrimination occurs when a policy, practice or criterion applies to everyone but disproportionately disadvantages people with a particular protected characteristic, and cannot be objectively justified.

Example: A requirement that all employees must be over a certain height, where this is not essential to the role, may indirectly discriminate against certain ethnic groups.

4.3 Harassment

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

4.4 Victimisation

Victimisation occurs when someone is treated less favourably because they have raised a concern, made a complaint, supported another person, or participated in proceedings related to discrimination.

1.5 5. Unlawful Grounds for Discrimination

Discrimination is unlawful on the following grounds:

5.1 Sex, Gender Identity, Pregnancy and Maternity

This includes discrimination related to sex, pregnancy or maternity, gender identity, gender reassignment, marital or civil partnership status. Sexual harassment is a form of unlawful sex discrimination.

5.2 Age

Discrimination based on age is unlawful and applies to people of all ages.

5.3 Disability

Discrimination against disabled people is unlawful. This includes failure to make reasonable adjustments. Disability includes physical, sensory, mental health and neurodivergent conditions.

5.4 Race

This includes race, colour, nationality and ethnic or national origin.

5.5 Sexual Orientation

Discrimination based on sexual orientation is unlawful.

5.6 Religion or Belief

This includes discrimination related to religion, philosophical belief, or lack of belief.

1.6 6. Positive Action

The Equality Act 2010 allows employers to take proportionate positive action to address under-representation or disadvantage experienced by certain groups.

Where appropriate, the Company may take steps to encourage participation from under-represented groups. This may include targeted outreach or development opportunities.

Positive action will only be used in recruitment or promotion in tie-break situations where candidates are of equal merit, and will never amount to unlawful positive discrimination.

1.7 7. Reasonable Adjustments

The Company has a duty to make reasonable adjustments to remove barriers for disabled people, including those with physical disabilities, mental health conditions or neurodivergent profiles.

Reasonable adjustments may include (but are not limited to):

- Adjustments to working arrangements or premises
- Reallocation or modification of duties
- Flexible working arrangements
- Provision of specialist equipment or software
- Additional training, mentoring or support
- Time off for medical treatment or rehabilitation

Requests for reasonable adjustments should be raised with the Designated Officer. Adjustments will be considered on a case-by-case basis, taking into account individual needs and the practical circumstances of the business.

1.8 8. Responsibility for Implementation

All employees, associates, contractors and agents of the Company are expected to comply with this Policy and to treat others with respect and fairness.

Leaders and senior colleagues are expected to role-model inclusive behaviours and challenge conduct that is inconsistent with this Policy.

Individuals may be held personally accountable for discriminatory behaviour. In certain circumstances, unlawful acts may also result in legal action outside of the Company.

The Company is responsible for ensuring compliance with relevant legislation and for reviewing this Policy periodically to ensure it remains effective and up to date.

1.9 9. Acting on Discriminatory Behaviour

Anyone who experiences, witnesses or becomes aware of discriminatory behaviour is encouraged to raise this promptly.

Concerns can be raised with the Designated Officer and will be handled sensitively, confidentially and without retaliation. Speaking up is encouraged and supported.

1.10 10. Advice and Support

Employees may seek advice or support from an employee representative or trade union where applicable.

External sources of advice include:

Equality and Human Rights Commission

Phone: 0845 604 6610

Email: englandhelpline@equalityhumanrights.com

Citizens Advice Bureau

Website: www.citizensadvice.org.uk

Community Legal Services Direct

Website: www.clsdirect.org.uk

1.11 11. Scope of the Policy

This Policy applies to all aspects of employment and engagement, including recruitment, selection, training, appraisal, development and promotion.

The Company aims to deliver its services in a way that reflects the principles of this Policy and aligns with our wider Sustainability commitments.

This Policy does not form part of any contract of employment. The Company reserves the right to amend or update this Policy at any time.

Michael Moran

Director

10Eighty Limited

10 February 2026