# Equality, Diversity & Inclusion Policy

Laplace Solutions Ltd and its constituent companies are committed to eliminating discrimination and encouraging diversity within our workforce. Our aim is to ensure that our organisation is truly representative of all sections of society and that every employee feels respected, valued and able to perform at their best.
This policy supports our obligations under the Equality Act 2010, which protects individuals from discrimination, harassment and victimisation on the basis of the following protected characteristics:

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

We oppose all forms of unlawful and unfair discrimination.

**1. Policy Purpose**
The purpose of this policy is to promote equality, fairness and respect for all in our employment and to ensure that no employee, job applicant, contractor or visitor receives less favourable treatment on any protected grounds.

**2. Our Principles**

- All employees — whether full-time, part-time, fixed-term or temporary — will be treated fairly, consistently and with respect.
- Recruitment, promotion, training and development opportunities will be based solely on merit, aptitude and ability.
- We will support all employees to develop their full potential, ensuring that the talents and resources of the workforce are fully utilised.
- We will make reasonable adjustments for disabled employees and applicants to remove or reduce barriers to work.

**3. Our Commitments**

- To create an inclusive environment where individual differences and contributions are recognised, valued and respected.
- To ensure that every employee is entitled to a working environment that promotes dignity and respect. Bullying, harassment or victimisation will not be tolerated.
- To provide equal access to training, development and progression opportunities for all staff.
- To ensure that equality, diversity and inclusion are embedded in our policies, procedures and everyday practices.
- To review our employment practices regularly to ensure fairness and compliance with legislation.

**4. Responsibilities**

Managers

- Lead by example and promote a culture of inclusion and respect.
- Ensure decisions relating to recruitment, promotion, performance and conduct are fair and non-discriminatory.
- Address inappropriate behaviour promptly and effectively.

Employees

- Treat colleagues, customers and partners with dignity and respect.
- Report any concerns, discrimination or inappropriate behaviour.
- Cooperate with measures introduced to promote equality and diversity.

**5. Reporting Concerns**

Employees who believe they have been subject to discrimination, harassment or victimisation are encouraged to raise the issue at the earliest opportunity. Concerns can be raised with:

- Their line manager
- A Director

All complaints will be taken seriously, handled sensitively and investigated promptly.

**6. Breaches of This Policy**

Any breach of this policy will be treated as misconduct and may lead to disciplinary action, up to and including dismissal.

**7. Monitoring and Review**

This policy is fully supported by senior management and will be monitored and reviewed annually to ensure its effectiveness and continued compliance with legislation

Signed:
Date: 19th January 2026



Iain Henderson, Director
Review Date: January 2027