



Equal Opportunities Policy

Footprint Ecology is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that each employee feels respected and able to give of their best. The purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, pregnancy and maternity/paternity, race, ethnic origin, colour, nationality, national origin, neurodiversity, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

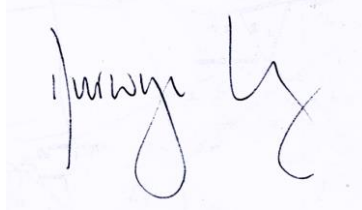
All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

We consider equality in the workplace to be good management practice and make sound business sense.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.

- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management.
- The policy will be monitored and reviewed annually.

A handwritten signature in black ink, appearing to read "J. W. L.", is centered within a rectangular box.

Director
May 2024