

**Global Associates**  
**EQUALITY, DIVERSITY & INCLUSION POLICY**  
**Document Owner:** Chief Executive Officer  
**Approved by:** Senior Management Team  
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## 1. Policy Statement

Global Associates is committed to promoting equality, diversity and inclusion in all areas of its business. We believe that a diverse workforce strengthens our organisation and enables us to deliver better outcomes for employees, clients and stakeholders. The company is committed to ensuring that no individual is treated unfairly or discriminated against.

Kind Regards



Paul Wetherfield  
CEO – Global Instrumentation Limited t/a global associates

## 2. Legal Framework

This policy is aligned with the Equality Act 2010 and other relevant UK legislation. The company will not tolerate discrimination, harassment or victimisation based on protected characteristics.

## 3. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## 4. Scope

This policy applies to all employees, job applicants, contractors, consultants and any other individuals working on behalf of Global Associates.

## 5. Commitment to Equal Opportunities

Global Associates will ensure that recruitment, selection, training, promotion and employment practices are based solely on merit, ability and business needs. The organisation aims to provide equal access to opportunities and to create an inclusive working environment where all employees feel respected and valued.

## 6. Recruitment and Selection

Recruitment and promotion decisions will be made objectively and fairly. Job descriptions and selection criteria will focus on the skills and experience required for the role. Interview processes will be designed to avoid bias and discrimination.

## 7. Workplace Behaviour

Employees must treat colleagues, clients and members of the public with respect and dignity. Harassment, bullying or discriminatory behaviour will not be tolerated and may result in disciplinary action.

## 8. Responsibilities

Senior management are responsible for promoting equality and ensuring that this policy is implemented effectively. All employees share responsibility for supporting an inclusive working environment and complying with this policy.

## 9. Reporting Concerns

Any employee who believes they have experienced or witnessed discrimination or harassment should report the matter through the company's grievance or whistleblowing procedures. All concerns will be treated seriously and handled confidentially.

## 10. Monitoring and Review

The company will periodically review employment practices and policies to ensure continued compliance with equality legislation and best practice.