3 Equality, Diversity & Inclusion

Bauer Technologies is committed to encouraging Equality, Diversity, and Inclusion (EDI) and respecting Human Rights among our workforce to eliminate unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and treated with dignity to enable them to give their best.

All opportunities for and during employment, will be afforded to individuals fairly and irrespective of age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation ("the protected characteristics"). We aim to create a working environment that is free from discrimination and harassment in any form in which all staff, customers, and associates are treated with dignity and respect.

Bauer Technologies Senior Management, with the support of HR Functions have overall responsibility for the effective operation of this policy and for ensuring compliance with the Equality Act 2010 and associated legislation and for observing relevant Codes of Practice.

The policy's purpose is to:

- Provide equality, fairness, dignity, and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Bauer Technologies commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Training managers and all other employees about their rights and responsibilities under the Equality Diversity and Inclusion policy.
- Where there are complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation's work activities, the business shall deal with these matters seriously and efficiently.
- Deal with acts of misconduct being managed in line with Bauer Technologies disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Recruitment and selection procedures will be free from bias or discrimination.

- Recruitment procedures will be conducted objectively and will be based upon specific and reasonable job-related criteria. Decisions regarding an individual's suitability for a role will be based on aptitude and ability.
- Making appropriate reasonable adjustments to the recruitment process to ensure that disabled applicants are not disadvantaged. Reasonable adjustments will also be considered to ensure employees or other workers are not disadvantaged.
- Taking appropriate positive action to enable or encourage applications from persons with a protected characteristic that is underrepresented in the organisation.
- Appoint, train, develop and promote based on merit and ability to fully utilised and maximise the efficiency of the organisation.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the EDI policy.

Our grievance procedure is available to any employee who believes they may have been unfairly discriminated against. If a complaint of unfair discrimination is against your own immediate Line Manager or Supervisor, then please report the matter confidentially to the HR Department who will make appropriate arrangements for the complaint to be considered.

Disciplinary action will be taken against any employee who is found to have committed an act of unlawful or otherwise improper or inappropriate discrimination or harassment. Discriminatory conduct against any of the protected characteristics will be treated as instances of gross misconduct and will be dealt with accordingly.

Full details of the grievance and disciplinary policies and procedures can be found within the Employee Handbook.

The HR Department is responsible for monitoring and reviewing the policy and for ensuring that all employment-related policies, procedures, and practices adhere to this policy.

All staff have a responsibility not to discriminate or harass other staff and associates either in person or online and to report any such behaviour of which they become aware of to their Line Manager, Supervisor, or the HR Department.

All staff should understand that they, as well as Bauer Technologies, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, during their employment, against fellow employees, customers, suppliers, and the public.

Line Managers/Supervisors are responsible for implementing the EDI policy and must apply the policy as part of their day-to-day management of the Company.

The EDI policy is fully supported by Senior Management. In case of any doubt or concern about the application of our policy in any circumstances or, if you would like to have further guidance about Equality Act and best practice in general, please contact the HR Department.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Paul Doyle
Managing Director
20th July 2026

