

## Equality, Inclusion and Diversity Policy

### Policy Statement

Alpha Swanson Ltd understands that everyone is different and have unique qualities to offer. We seek to respect and understand these differences, so we can make the most of everyone's talents, to the benefit of individuals and the business as a whole. To this end, Alpha Swanson is committed to the promotion of equal opportunities throughout its business.

### Defining Equality, Diversity and Inclusion

Alpha Swanson believes that Equality is about creating fairness, where everyone can participate and has the same opportunity to fulfil their potential. We are committed to fully complying with our obligations under the Equality Act (2010) by preventing unfair discrimination, harassment and victimisation; advancing equality of opportunity and fostering good relations between people with a protected characteristic and those with none.

Alpha Swanson recognises that Diversity acknowledges and values the full range of differences between people both in the workplace and in wider society. Diversity acknowledges that entry into the workplace and an individual realising their potential once there, can be influenced by a range of factors beyond the characteristics included within equality legislation. These include social, economic and educational background, professional background, hierarchical level, working style, nationality etc.

Alpha Swanson understands that Inclusion relates to an individual's experience within both the workplace and in wider society, and the extent to which they feel valued and included.

### Social and Economic Benefits

Alpha Swanson believes that fully valuing Equality, Diversity and Inclusion benefits our business in the following ways:

- We are able to engage with and better understand the diversity of our stakeholders and customers, and can build on the experiences and insight of our diverse staff to create and maintain opportunities for both individuals and the company;
- We value everyone's contributions, including people from across society, to make a positive difference to innovation, efficiency and performance
- We believe that creating the right culture, will develop a strong reputation, which will improve our ability to attract and retain the best talent and maintain positive relationships with all stakeholders

Alpha Swanson is committed to a zero-tolerance policy in relation to discrimination on the basis of any protected characteristic both internally as an organisation or with any organisation it works with externally.

A handwritten signature in black ink, appearing to be 'Clive Cuthbertson'.

Clive Cuthbertson  
Operations Director

A handwritten signature in black ink, appearing to be 'Jon Tait'.

Jon Tait  
Systems Director