
Equality, Diversity & Inclusion Policy

Statement

Pronea Ltd (“the Company”) recognises the diversity present in society and work environments and considers that equality and inclusion its priorities.

The Company strives to treat all job applicants, employees, supply chain, and the wider society in a way that promotes equality to all and encourages a positive attitude to diversity and inclusion.

Pursuant to this policy (“the Policy”) no tolerance will be given to discrimination on the basis of gender, sexual orientation, age, race, nationality, ethnic origin, skin colour, religious belief, disability, marital status, pregnancy, childbirth or subsequent maternity leave.

Responsibilities

This policy will be proactively reviewed and communicated to the employees of the Company.

It will be the responsibility of all employees with an active role in job advertisement, recruitment, selection and management to implement this policy.

Each employee should treat all others with respect and courtesy and not make comments or take actions that could be construed as discrimination, harassment, bullying or any other form of unfair treatment. It will be the responsibility of each employee to challenge any observed action or behaviour that could be seen as unwelcoming, unkind or disrespectful and to take necessary action as set out below, to ensure these practices are eliminated from the Company.

All employees should feel able to make any necessary complaint if they feel that they or any others have been treated less favourably due to personal characteristic.

Implementation

1. The Policy will be communicated to all employees and job applicants.
2. Workers or their representatives will be consulted regularly about the Policy and any related action plans and strategies.
3. Complaints about discrimination or harassment in the course of employment will be regarded seriously, and may result in disciplinary action.
4. All workers will be encouraged to develop their skills and qualifications and to take advantage of promotion and development opportunities in the Company.
5. All employees carrying out work of ‘equal value’ will receive equal pay, regardless of their gender, race or any other protected characteristic.
6. The Company will undertake reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work.
7. The Company will take a reasonable and flexible approach to working arrangements, considering requests for changes carefully and accommodating them unless such action is expected to have a negative impact to the Company’s business or to the work of other employees.
8. The effectiveness of the Policy will be reviewed regularly by the management and will be subsequently updated in consultation with all employees.
9. The Company will investigate any complaints of harassment by employees, suppliers or customers, for reasons linked to protected characteristics and take suitable action to prevent further incidents.

Responsibility for the effectiveness of the Policy lies with the managing director, who can be contacted at the Company address.