Beveridge Associates Partnership Limited

Equality, Diversity and Inclusion Policy

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Introduction

At Beveridge Associates, we are committed to fostering an inclusive and equitable workplace environment where all employees are valued, respected, and provided with equal opportunities for personal and professional growth. This policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our business operations.

Our Commitment:

Equal Opportunities: We are committed to providing equal opportunities for all employees and job applicants regardless of age, gender, race, ethnicity, religion, sexual orientation, disability, or any other characteristic protected by law. We will not tolerate discrimination or harassment of any kind within our workplace.

Diverse Workforce: We recognize the value of diversity in driving innovation, creativity, and business success. We will actively promote diversity in our workforce by recruiting, retaining, and developing employees from diverse backgrounds and experiences.

Inclusive Culture: We will foster an inclusive workplace culture where all employees feel welcome, respected, and empowered to contribute their unique perspectives and talents. We will promote open communication, collaboration, and teamwork to create a supportive and inclusive environment for everyone.

Training and Development: We will provide training and development opportunities where required to educate our employees about the principles of equality, diversity, and inclusion and to promote awareness of unconscious bias and cultural sensitivity. We will encourage continuous learning and personal growth to build a more inclusive workforce.

Fair Treatment: We will ensure that all employees are treated fairly and equitably in all aspects of employment, including recruitment, selection, promotion, training, compensation, benefits, and disciplinary actions. We will strive to eliminate bias and discrimination from our policies, practices, and decision-making processes.

Key Actions:

Recruitment and Selection: We will implement fair and transparent recruitment and selection processes to attract and hire candidates based on their skills, qualifications, and potential, without

regard to irrelevant personal characteristics. We will strive to build a diverse talent pipeline that reflects the communities we serve.

Flexible Working: We will offer flexible working arrangements and accommodations to employees to help them balance their work and personal responsibilities and to accommodate their individual needs and preferences.

Reporting and Accountability: We will establish mechanisms for reporting incidents of discrimination, harassment, or other violations of our equality, diversity, and inclusion policy and will investigate and address complaints promptly and effectively. We will hold all employees accountable for upholding our values of equality, diversity, and inclusion.

Communication and Stakeholder Engagement:

We are committed to communicating our equality, diversity, and inclusion policy, objectives, and progress to our employees, clients, suppliers, and other stakeholders. We will engage with our stakeholders to solicit feedback, share best practices, and collaborate on initiatives to promote equality, diversity, and inclusion both within our organization and in the wider community.

Review and Monitoring:

We will regularly review and monitor our progress in achieving our equality, diversity, and inclusion objectives and targets to ensure the effectiveness of our policies and practices. We will conduct periodic assessments and evaluations to identify areas for improvement and take corrective actions as necessary to advance our commitment to equality, diversity, and inclusion.

Conclusion:

At Beveridge Associates we believe that diversity is our strength, and inclusion is our responsibility. By embracing equality, diversity, and inclusion in all aspects of our business, we are committed to building a more equitable, inclusive, and prosperous future for our employees, our clients, and our communities.

ORIGINAL SIGNED & DATED BY DIRECTORS, BEVERIDGE ASSOCIATES PARTNERSHIP LTD.

Signed .....

N.D.JONES

Signed .....

A.G.FOREMAN

Signed.....

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3/10/26