



# Equality and Diversity

## Policy Statement

Strix is committed to being an equal opportunities employer and prohibits unlawful discrimination. Our objective is to have a diverse workforce, where the rights and dignity of all its employees and candidates are respected and free from discrimination, harassment, victimisation and prejudice. This includes promoting equality and diversity for all irrespective of:

- age;
- disability;
- gender identity;
- gender (re)assignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

- Under the Equality Act (2010-UK) (2017- IOM) (2019- US) these are known as “protected characteristics”.
- We aim to ensure that our employees achieve their full potential and that employment decisions are taken without reference to discriminatory or irrelevant criteria.
- Unlawful discrimination will not be permitted or condoned and all employees have a right to complain should it occur. The policy explains the law and how it relates to certain employment practices, including recruitment and selection, pay and benefits, promotion, training and the disciplinary and grievance procedure.
- The policy covers all individuals working at all levels and grades, including officers, directors, senior managers, employees, consultants, contractors, homeworkers, trainees, apprentices, part-time and fixed-term employees, casual workers and agency staff (collectively referred to as employees in this policy).
- It is the responsibility of all employees to follow and abide by the policy, respecting the principle of equality and avoiding discrimination of other employees.
- The equality principles also apply to the way in which employees treat visitors, clients, customers, suppliers and former staff members.
- All supervisors and managers hold the responsibility to plan and provide their time and actions to realise the policy ensuring it is part of their working culture which is cascaded to their teams.
- Strix is committed to a programme of action to make the policy fully effective.