

EQUALITY AND DIVERSITY POLICY

PURPOSE

The purpose of this policy is to promote equality, diversity, and inclusion within Sangfroid Group Ltd (SFG), ensuring a fair and respectful environment for all employees, clients, and stakeholders.

SCOPE

This policy applies to all employees, contractors, customers, and visitors interacting with SFG.

POLICY STATEMENT

SFG is committed to fostering an inclusive culture that values diversity and ensures equal opportunities in recruitment, training, promotion, and all other employment-related practices. We embrace diversity in our workforce and aim to create an environment where everyone can thrive.

LEGAL FRAMEWORK

This policy is underpinned by the Equality Act 2010 and other relevant legislation which prohibits discrimination, harassment, and victimisation based on characteristics such as:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

COMMITMENTS

- To promote equality of opportunity and eliminate discrimination in the workplace.
- To provide training and development to ensure all employees understand and embrace equality and diversity.
- To encourage a culture of respect where employees feel valued and supported.
- To make reasonable adjustments to accommodate the needs of individuals.

IMPLEMENTATION

- The implementation of this policy is the responsibility of all employees and management.
- Regular monitoring and review of recruitment practices, training, and career advancement opportunities will be conducted to ensure compliance with this policy.
- Employee feedback will be encouraged to enhance our commitment to equality and diversity.

REPORTING AND GRIEVANCES

- Any employee who believes they have encountered discrimination, harassment, or victimisation is encouraged to report the incident using the company's grievance procedure.
- All complaints will be taken seriously and investigated promptly, with confidentiality maintained wherever possible.

REVIEW

This policy will be reviewed annually to ensure its effectiveness and continued compliance with legal requirements.

COMMUNICATION

This policy will be communicated to all employees, and training will be provided to foster understanding.



Harry Hayes
Chief Operating Officer

22 August 2025