



Statement of Equality & Diversity

The purpose of this policy is to provide diversity and equality to all in employment at BPG Limited, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marriage and civil partnership, pregnancy and maternity or social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly, equally and with respect. Our Policy will also apply in the application of the professional services we provide to Clients on a day to day basis.

We consider it a matter of personal duty for all our staff to accept responsibility for implementation of this Policy, wholeheartedly and without reservation.

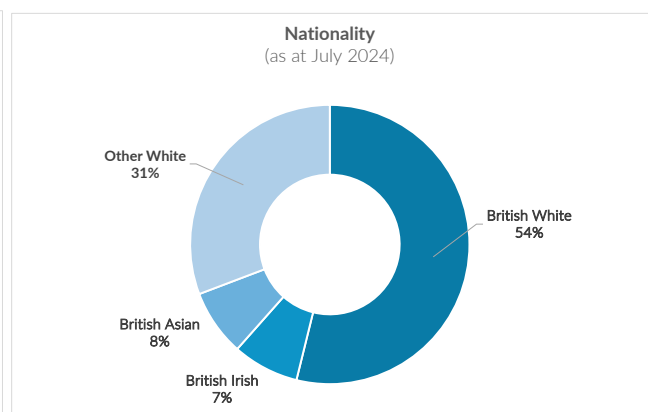
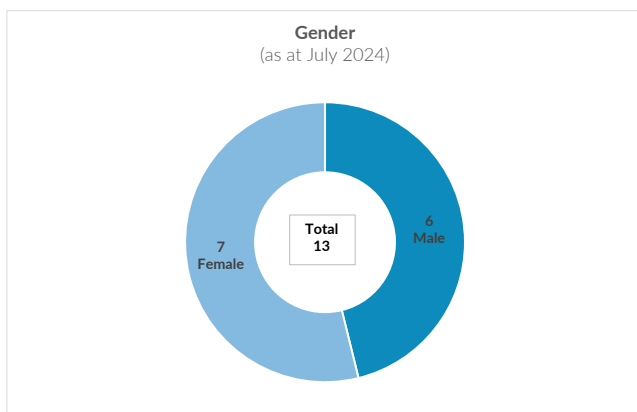
Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our Commitment:

In October 2020 BPG became an Employee Owned company, this shows that the board recognise the value of all its employees and their contribution to the success of the business. The transition means stability for the company, whilst the new business format will allow new directors to be appointed from within the practice to develop and sustain the business into the future. We are proud of the fact that one-third of the current Board of Directors is female, along with our current Associate Director.

The diversity of the practice is illustrated below:



The Directors are mindful of the company's commitment to equalities of opportunity and treatment and confirm that the company will abide by and comply with The Equality Act 2010 together with all regulations, codes of practice and requirements in connection with this Policy, which is reviewed regularly to ensure compliance.

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, victimisation, bullying or harassment will be tolerated.

Breaches of this Policy will be regarded as misconduct and could lead to disciplinary proceedings.

At board level, the Human Resources Director has ultimate responsibility and part of his/her duties are to ensure:

Implementation:

- Implementing the Equality & Diversity Policy in the recruitment of new staff.
- Issuing the Policy to all new employees as part of the induction process together with the Employee Handbook which covers matters relating to equality, diversity, harassment, grievance and disciplinary procedures etc.
- Reviewing and updating the Policy annually, following consultation with all staff.
- Maintaining awareness of statutory responsibilities, professional liabilities, specific Client requirements and similar matters.
- Investigating and taking disciplinary proceedings against any member of the company who is found to be in breach of this policy.



Signed on behalf of BPG Limited

8 July 2024