



## **Altius Lifts Ltd Equal Opportunities and Diversity Policy**

### **Policy Statement**

At Altius Lifts Ltd, we are committed to promoting equality, diversity and inclusion in the workplace. We believe that a diverse workforce enhances our creativity, innovation and overall business performance. We are dedicated to providing equal opportunities for all employees and job applicants and to creating a working environment where everyone feels valued, respected and able to contribute to their fullest potential.

### **Objectives**

1. To comply with all relevant equality and anti-discrimination legislation in the UK, including the Equality Act 2010.
2. To foster a diverse and inclusive workplace where everyone is treated with dignity and respect.
3. To ensure that all employment decisions are based on merit, qualifications and abilities.
4. To provide training and resources to promote awareness and understanding of diversity and inclusion.
5. To regularly review and improve our policies and practices to promote equality and diversity.

### **Commitments**

1. **Equality in Employment**
  - Ensure that no employee or job applicant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
  - Make employment decisions, including recruitment, promotion, training and development, based on objective criteria and individual merit.
2. **Inclusive Work Environment**
  - Promote a culture of inclusion where all employees feel valued and able to contribute to their fullest potential.
  - Provide reasonable adjustments to support employees with disabilities and ensure they have equal access to opportunities and resources.
3. **Diversity Awareness and Training**
  - Provide regular training and resources to all employees to promote awareness and understanding of equality, diversity and inclusion.
  - Encourage employees to challenge and report any behaviour that undermines our commitment to equality and diversity.
4. **Zero Tolerance of Discrimination and Harassment**
  - Maintain a zero-tolerance approach to discrimination, harassment and bullying.
  - Ensure that any complaints of discrimination or harassment are taken seriously, investigated promptly and addressed appropriately.
5. **Flexible Working and Work-Life Balance**
  - Support flexible working arrangements to help employees balance their work and personal commitments.
  - Promote policies and practices that support work-life balance and employee well-being.



## 6. Stakeholder Engagement

- Engage with employees, clients, suppliers and other stakeholders to promote and enhance our commitment to equality and diversity.
- Regularly seek feedback and input from stakeholders to inform our policies and practices.

## Implementation

### 1. Management Responsibility

- Senior management is responsible for the implementation and effectiveness of this policy.
- Allocate appropriate resources to support equality, diversity and inclusion initiatives and compliance.

### 2. Employee Responsibility

- Employees are expected to adhere to this policy and promote a culture of respect and inclusion.
- Report any concerns or incidents of discrimination or harassment to their manager or the designated equality officer.

### 3. Equality Officer

- A designated equality officer will oversee the implementation of this policy, provide guidance and address any concerns or reports related to equality and diversity.

## Monitoring and Review

Altius Lifts Ltd is committed to the continuous improvement of our equality and diversity measures. This policy will be reviewed annually, or more frequently, if necessary, to ensure its effectiveness and relevance. Feedback from employees and other stakeholders will be actively sought and considered in the review process.

## Approval

This equal opportunities and diversity policy is endorsed by the senior management of Altius Lifts Ltd and is effective from 10/03/2026.

**Paula Bettridge**

Paula Bettridge  
Managing Director  
Altius Lifts Ltd  
10/03/2026