



Bader Malan Limited
Neville House, 17 Richmond Close, Bookham Nr. Leatherhead
Surrey KT22 9NX
Email: Info@badermalan.co.uk
Company Registration Number 4329913

1. Purpose

Bader Malan Ltd is committed to promoting equality, diversity, and inclusion within the workplace. We aim to create an environment where everyone feels respected, valued, and able to reach their full potential, regardless of their background, characteristics, or circumstances. This statement outlines our commitment to equal opportunities for all employees, job applicants, and others associated with our business.

2. Scope

This statement applies to all employees, job applicants, contractors, volunteers, customers, suppliers, and any other stakeholders who engage with Bader Malan Ltd. It covers all aspects of employment, including recruitment, promotion, training, pay, benefits, terms and conditions, and any other employment-related activities.

3. Our Commitment to Equality

Bader Malan Ltd is committed to:

- **Equal Opportunities:** Ensuring that all individuals are treated fairly and with respect, and have access to equal opportunities regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- **Zero Discrimination:** Preventing any form of unlawful discrimination, harassment, or victimization, and fostering a culture of mutual respect and understanding.
- **Inclusive Environment:** Creating a workplace where diversity is valued, and everyone feels included, heard, and supported.
- **Accessibility:** Providing reasonable adjustments to accommodate individuals with disabilities and ensuring accessibility in our workplace, services, and communications.

4. Responsibilities

- **Employees:** All employees are responsible for promoting an inclusive environment, treating others with dignity and respect, and upholding the principles of this statement.
- **Management:** Managers are responsible for leading by example, ensuring their teams comply with equality principles, and taking immediate action to address any concerns or complaints.
- **Human Resources (HR):** The HR team is responsible for developing, implementing, and monitoring policies and practices to promote equality, diversity, and inclusion within the organization.

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5. Implementation

To implement this commitment, Bader Malan Ltd will:

1. **Recruitment and Selection:** Conduct recruitment and selection processes that are fair, transparent, and based on merit and abilities, ensuring no discrimination against any individual.
2. **Training and Development:** Provide ongoing training and development opportunities for all employees to help them understand equality, diversity, and inclusion issues and fulfil their responsibilities.
3. **Policy Review:** Regularly review and update our policies, practices, and procedures to ensure they reflect our commitment to equality and comply with relevant legislation.
4. **Monitoring and Reporting:** Monitor the diversity of our workforce and the effectiveness of our equality initiatives to identify and address any potential barriers or biases.

6. Dealing with Discrimination

Bader Malan Ltd will not tolerate any form of discrimination, harassment, or victimization. If an employee, customer, or stakeholder believes they have been treated unfairly or has witnessed discrimination:

- They should report the matter to their line manager, HR department, or use the designated confidential reporting mechanism.
- All complaints will be taken seriously and handled promptly, fairly, and confidentially in line with our Grievance and Disciplinary Procedures.

7. Legal Framework

This statement is underpinned by the Equality Act 2010, which protects individuals from discrimination and promotes equality of opportunity. Bader Malan Ltd will comply with all relevant legislation and ensure that its practices and policies are consistent with the requirements of the Act.

8. Monitoring and Review

This Equality Statement will be reviewed annually, or sooner if necessary, to ensure it remains relevant, effective, and compliant with UK law and best practices.

9. Contact Information

For questions or concerns regarding this statement or to report any issues, please contact:

- **Human Resources Department:** Louise@badermalan.co.uk
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Approval and Implementation

This policy is approved by the Board of Directors and is effective as of 28th August 2024.

Bader Malan Limited Equality Statement

Louise Nelligan

Director