



# Equality, Diversity, and Inclusion Policy Statement

## Statement of Intent

The Sovini Group is fully committed to Equality, Diversity, and Inclusion. We promote a positive culture of valuing and celebrating diversity and accepting and including people regardless of their personal characteristics or circumstances.

Our work environments will be welcoming, friendly and a place for all our colleagues, customers and stakeholders to thrive in.

Whoever you are, you can expect to be treated fairly, with respect and free from discrimination.

The Sovini Group is committed to eliminating unfair and unlawful discrimination, both directly and indirectly associated with the following protected characteristics: **Age, Disability, Gender, Gender identity, or gender reassignment status, Marriage or civil partnership status, Pregnancy or maternity, Race, racial group, ethnic or national origin, or nationality, Religion or belief, Sexual orientation.**

Hate Crime, Harassment, and Bullying will also not be tolerated, and we take proactive steps to prevent such behaviours.

Alongside the protected characteristics, we will ensure that individuals are not treated less favourably due to their social, economic, or cultural backgrounds, as well as specific medical conditions as defined in the Equality Act.

The Sovini Group's approach to Equality, Diversity, and Inclusion (EDI) goes beyond the legal or statutory obligations, however, we will meet or exceed the legal requirements as outlined in the Equality Act 2010 and the Human Rights Act 1998. We will also demonstrate how we will meet the requirements of the Public Sector Equality Duty, which we have chosen to adopt and implement as a matter of good practice.

We will strive to ensure that the principles set out in this statement are adhered to at all times.

Signed:

Reviewed: 16/04/2024

**Roy Williams**  
Group Chief Executive Officer