

IMS 6204 Equality & Diversity Policy Statement V2

David Stagg & Associates Ltd T/A DSA Electrical 'the Company' is committed to promoting equality of opportunity within its business and with customers and other organisations that it works with, and will endeavour to ensure that no customer or prospective customer, supplier or prospective supplier, worker or job applicant or other external stakeholder is unlawfully discriminated against due to:

- Age
- Disability and/or medical conditions
- Marital status
- Race, language, ethnic or national origins
- Religion or belief
- Responsibilities for care or dependants
- Sex (including gender reassignment)
- Sexual orientation
- Trade Union membership and/or political views or affiliations

The Company recognises that there may be other areas where people experience discrimination and will work towards an anti-discriminatory environment, based on open discussions with workers, customers, suppliers, and others on perceptions of discrimination. Discrimination can be direct, indirect, by association or perception, and can take place at both institutional and personal levels. Discrimination also includes harassment and victimisation.

The Company also recognises the benefits of a diverse workforce, and that the strength of the business is built on the understanding of individual strengths and differences and it seeks to respect and value these at all times.

Signed (Rachel Richards)

A handwritten signature in black ink, appearing to read 'Rachel Richards', written in a cursive style.

Title: Managing Director

Date: 31 January 2019