



Equality, Diversity, and Inclusion Policy [R7M-HR-POL-006 Rev CO 20240306]

At Red7Marine, our strength lies in our diversity, and we are committed to fostering an inclusive and welcoming environment where everyone feels valued, respected, and empowered to be their authentic selves. Embracing diversity isn't just a policy for us; it's a core part of who we are.

Definitions to know

Protected Characteristic: a legally safeguarded characteristic, including age, disability, gender reassignment, race, religion, belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

Direct Discrimination: occurs when someone is treated less favourably than another person because of a protected characteristic they have, or are thought to have, because they associate with someone who has a protected characteristic.

Associative Discrimination: direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perceptive Discrimination: direct discrimination against an individual because others think they possess a protected characteristic.

Indirect Discrimination: a condition, rule, policy, or a practice is applied to everyone that particularly disadvantages people who share a protected characteristic.

An Inclusive Culture

Embracing Diversity

At Red7Marine, we believe that diversity is the key to innovation and success. We welcome individuals from all walks of life, irrespective of their age, race, gender, sexual orientation, disability, or background.

Inclusive Culture

Our culture is built on openness, collaboration, and mutual respect. We actively promote an inclusive work environment where different perspectives are not just welcomed but celebrated. We value the uniqueness that each employee brings to our team.

Zero Tolerance for Discrimination

Red7Marine has a zero-tolerance policy for any form of discrimination, harassment, or bullying. We encourage open communication and reporting to ensure a safe and supportive workplace for everyone.

Employee Feedback

We value the feedback of our employees in continuously improving our equality, diversity, and inclusion initiatives. Our doors are always open, and we encourage team members to share their thoughts, suggestions, and concerns.

Our aims

- We're all about finding and nurturing the very best talent. Our selection, recruitment, development, and promotion decisions are solely based on how well someone fits the job – it's as simple as that!
- No matter who you are, where you're from, or what makes you unique, you're in for fair and equal treatment here. We embrace diversity, and that's what makes us stronger.
- Contract types? Whether you're full-time, part-time, or on some other contract you'll get the same fair and equal treatment across the board.
- Harassment and intimidation have no place here. We're committed to maintaining an environment where everyone feels safe, respected, and valued.
- We've got our eyes on the legal fine print, ensuring that we not only meet but exceed the requirements of existing and new legislative acts. It's not just about following the rules; it's about championing the rights we all deserve.

Process

If you ever find yourself feeling discriminated against, don't hesitate to speak up. We've got a grievance procedure in place just for that. Your report will be handled swiftly, effectively, and with the utmost confidentiality – your peace of mind is our priority.

Breaches

Now, we're all about fostering a harmonious environment, so anyone found breaking the rules will be dealt with. For our team members, that means the disciplinary procedure will be followed, and, in serious cases, it might be considered gross misconduct.

To our workers and contractors, we're all in this together. Breaching this policy might just be grounds for us to reconsider our working relationship. We take our values seriously, and we expect everyone working with us to do the same.

At Red7Marine, we believe that our diversity is our strength, and by working together, we create a workplace that not only reflects the world around us but also sets an example for others to follow.

It's all about keeping the vibe positive, respectful, and fair for everyone. If you ever see something that doesn't sit right, let us know – we're here for you!

Together, we can build a company where everyone belongs and thrives.

A handwritten signature in black ink, appearing to read "K Branford". Below the signature, the name "Kristen Branford" and the date "20241209" are printed in red.

Signed:

Position in Company: Managing Director

Date: 20241209