

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

QPO 003

Record of Revisions

Issue	Date of Review / Issue	Date of Next Review	Description	Sections Affected	Undertaken By
1.0	09.06.2020	31.05.2021	Adoption into IMS	All	A Wiltshire
1.1	15.04.2021	30.04.2022	Review	All	A Wiltshire
1.1	28.04.2022	30.04.2023	Review	All	A Wiltshire
1.1	27.04.2022	30.04.2023	Review	All	A Wiltshire
1.1	26.04.2023	30.04.2024	Review	All	A Laight-Wiltshire
1.1	15.07.2024	30.04.2025	Review	All	A Warren



GAP GROUP - QP0-003

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

POLICY STATEMENT

GAP Group NE (Incorporating PA Moody Recycling Limited, GAP Waste Management & Transport, GAP Materials Processing Limited, GAP Ice, GAP Polymers, GAP Organics, and NEST Road Developments Limited), hereinafter referred to as "GAPGPNE," values the diversity of our employees.

There shall be no unlawful discrimination against any person on grounds of sex, race, ethnic or national origin, nationality, colour or against a married person.

Even when the law does not prescribe against discrimination, no individual is to receive less favourable treatment on the grounds of religion, social background or sexual orientation.

All staff shall have equal opportunity for employment, training and promotion based solely on their merits and abilities and their aptitude for work. All employees shall have the right to work in an environment free from intimidation, harassment or abuse.

To help achieve our equal opportunity goals all staff must follow the key principles set out below:

- Leadership and commitment from the management to the principles of diversity.
- Respect for all individuals
- Education of all personnel in diversity through effective programs.
- The moral courage to take appropriate action in line with the company's core values against bullying, harassment, unlawful discrimination, prejudice and negative attitudes.
- To deal with complains expeditiously and fairly.
- To monitor and evaluate the effectiveness of our policies regularly, learning from best practice.
- To comply with equality legislation.

GAP Group NE appreciates the benefits of diversity, we remain responsive to the needs of personnel and seeks to promote a diverse environment that values every individual's unique talent, ability and contribution.

A handwritten signature in black ink, appearing to read 'Peter Moody', with a stylized flourish at the end.

Signed: Peter Moody Date: 15th July 2024
CEO – GAP Group North East