**Apolodor Ltd**

### **EQUAL OPPORTUNITIES POLICY**

**Apolodor Ltd** is committed to promoting equality, diversity and inclusion among our workforce, and eradicating unlawful discrimination.

The purpose is for our workforce to be genuinely representative of all segments of society and our clients, and for each worker to feel respected and able to give their best.

The company - in providing goods and/or services and/or facilities - is also dedicated against unlawful discrimination of clients or the public.

**The policy’s purpose is to:**

* provide equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time
* not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
* disagree with and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

**The company commits to:**

* Promote equality, diversity, and inclusion in the workplace as they are good practice and make business sense
* Establish a working environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
* Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation’s work activities.
* Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
* Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
* Examine employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.
* Observe the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.  
    
  Monitoring will also include evaluating how the equality, diversity and inclusion policy, and any encouraging action plan, are working in practice, reviewing them yearly, and considering and taking action to address any issues.

Name: Luca Constantin Chelaru

Position: Director

Signature: Text, letter

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Date: 20th December 2021