

Equality & Diversity Policy

At MPB Industries Ltd, we are committed to promoting equality, diversity, and inclusion across all areas of our business. We believe this is both ethically right and socially responsible, and that by valuing individual differences, we strengthen our workforce and enhance organisational performance.

Our Commitment

We aim to create an environment where:

- Everyone is treated with respect and dignity
- All procedures, assessments, and opportunities are applied fairly
- Every individual is encouraged and supported to reach their full potential

Respecting Diversity

We do not tolerate discrimination, bullying, or harassment. This includes—though is not limited to—unjustifiable treatment on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Responsibilities

- **Board of Directors** – have overall responsibility for ensuring equality and diversity are embedded in our policies and practices.
- **All Staff** – are expected to support and uphold these principles in their everyday work and interactions.

Implementation

- Training is provided to ensure staff understand equality and diversity in practice.
- Any complaint will be taken seriously and addressed promptly through our grievance and disciplinary procedures.
- The policy is reviewed regularly to ensure it reflects current legislation and best practice.

(This policy is supported by our internal Equality & Diversity Policy document, which includes further detail and governance responsibilities.)