

## Swanton Consulting - Equal Opportunities Policy

### PURPOSE

It is the purpose of this Policy: -

- to present the Company's position relative to Race Relations
- to ensure that all personnel understand the company policy
- to ensure all employees understand theirs and the companies responsibilities under the various statutory obligations under the following:
  - The Sex Discrimination (Gender Reassignment) Regulations 1999
  - Race Relations Act 1976 and Race Relations amendment Act 2003
  - Disability Discrimination Act (DDA) 2005
  - Gender Recognition Act 2004
  - Human Rights Act 1998
  - National Minimum Wage Act 1998
  - The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
  - The Equality Act 2010
  - Equality and Human Rights Commissions Employment Statutory Code of Practice

### POLICY

It is the policy of Swanton Consulting not to treat people less favorably because of their nationality, ethnic origin, race, gender, disability, sexual orientation, age and religion or belief.

### RESPONSIBILITIES

All Swanton Consulting personnel are responsible for compliance with this company policy. Failure to comply with the policy or any discrimination, harassment, or victimisation may result in disciplinary action.

Approved



Zoltan Kolumban BEng (Hons) CEng MICE  
Director

24th August 2026