

# Group Policy Statement

## Equality Diversity & Inclusion

### Introduction

At Welding Alloys we believe in a fairer future for all, and we know that by working together we can do much, much more. We believe that everyone has the right to live without fear or prejudice regardless of race, colour, ethnic origin, nationality or national origin, sex, sexual orientation, gender reassignment, pregnancy, maternity, marital status (including civil partnerships, disability, social class, religion and belief, age or any other form of discrimination prohibited by law in the countries in which we operate.

### Commitment to equality, diversity and inclusion

We believe that everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring. It helps our employees to grow and learn, enables them to realise their potential, improves decision-making, boosts engagement and innovation, and enables us to better meet the needs of our diverse customer base.

Our aim is to achieve a more equitable, diverse, and inclusive workforce by ensuring equality, diversity and inclusion is reflected in our values and embedded in our practises and individual behaviours.

All decisions relating to recruitment, training, development, promotion of staff and allocation of work are based on business needs, job requirements and individual qualifications and capabilities.

Our objective is to create a working environment in which people are treated with dignity and respect at all times

### Dealing with discrimination

Unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation of any individual is perceived as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any reports of discrimination will be treated seriously and investigated in line with our internal policies and procedures.



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