

Equal Opportunities and Diversity Policy



Krause & Hall Ltd

SUMMARY

Diversity and equal opportunities in all aspects of our employment policy and practice is a core value and covers everybody in Krause and Hall Ltd. We believe diversity is an essential ingredient of a positive society and this is reflected within our business. We expect all staff to promote this approach in all aspects of their work and particularly their dealings with colleagues, stakeholders, and others. We give the utmost importance to fair selection, training and promotion procedures and we shall consistently review our procedures to ensure that they comply with best practice.

Krause and Hall Ltd is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against clients. Diversity and equal opportunities in all aspects of our employment policy and practice is a core value and covers everybody within the company. We will not discriminate in any way (either directly or indirectly) against any individual for any reason connected with any of the following protected characteristics covered under the Equality Act: age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or marital status/civil partnership.

The Law:

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion, or belief, or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

Discrimination after employment may also be unlawful, e.g., refusing to give a reference for a reason related to one of the protected characteristics.

It is unlawful for an employer to fail to make reasonable adjustments to its requirements, working practices or the physical features of the workplace where these put a disabled job applicant or employee at a substantial disadvantage. It is also unlawful discrimination where a disabled employee is at a substantial disadvantage due to the employer's unreasonable failure to provide an auxiliary aid or service to the disabled

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employee. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability.

Responsibilities:

We believe diversity is an essential ingredient of a positive society and this is reflected within our business. We expect all staff to promote this approach in all aspects of their work and particularly their dealings with colleagues, stakeholders, and others.

- Every employee is required to assist the organisation to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination. Employees can be held personally liable as well as, or instead of, the organisation, for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence
- Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the organisation's disciplinary procedure. Conduct of this type will often be gross misconduct which can lead to dismissal without notice
- We give the utmost importance to fair selection, training and promotion procedures and we shall consistently review our procedures to ensure that they comply with best practice

The company will regularly monitor its employment decisions particularly relating to recruitment, training and promotion in conjunction with workforce information and records of job applicants.

Krause and Hall Ltd will comply with all anti-discriminatory legislation. For more information all are encouraged to consult with the Equal Opportunities Commission <http://www.eoc.org.uk/>.

Management Meetings and internal audits will be used to monitor and ensure that management controls are effectively working for employees, contractors, and our clients.

This policy will be reviewed annually as a minimum, or following the introduction of new legislation or other events, which have a significant impact on the activities of Krause and Hall Ltd.

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This policy will be communicated to all employees and contractors working under the control of the organisation. Copies of this policy statement will also be available for display at suitable workplaces or inspection by interested parties.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

**Managing Director
Krause and Hall Ltd
January 2026**