

Equal Opportunities Policy

Policy Statement

Pritchard Group Ltd is committed to promoting equality, diversity, and inclusion across all areas of our business. We believe that everyone should be treated with dignity and respect, and we are committed to ensuring that no employee, partner, or stakeholder receives less favourable treatment or is disadvantaged by conditions or requirements that cannot be justified.

This policy applies to all employees, contractors, consultants, applicants, and delivery partners associated with Pritchard Group Ltd.

Our Commitment

We will ensure that:

- All employment decisions including recruitment, selection, training, promotion, and career development are based solely on merit and business needs.
 - Individuals are treated fairly and equally regardless of their age, race, gender, gender identity, disability, sexual orientation, religion or belief, marital status, pregnancy or maternity status, or any other characteristic protected by law.
 - Discriminatory behaviour, harassment, or victimisation is not tolerated and will be dealt with in line with our disciplinary procedures.
 - Reasonable adjustments are made to support individuals with disabilities to access opportunities and succeed.
 - We promote an inclusive and supportive working environment that reflects our values and enhances productivity and innovation.
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Responsibilities

The Directors are responsible for implementing and monitoring this policy. Line managers are responsible for applying the policy on a day-to-day basis and addressing any issues that arise.


All employees and partners have a duty to comply with this policy and to treat each other with respect. Any breach of this policy may result in disciplinary action.

Monitoring & Review

We will regularly review the effectiveness of this policy and make improvements where necessary. Feedback is welcomed and encouraged to ensure our approach remains inclusive and fair.

Policy Acceptance

I confirm that I have read and understood the Equal Opportunities Policy. I agree to comply with its principles and apply them in all aspects of my work

Signed 

Print Name: Shane Pritchard

Date: 25/04/2025