

## **Hummerston Engineering Ltd**

### **Equality, Diversity and Inclusion Policy**

Hummerston Engineering is committed to providing equal opportunities for all employees, job applicants, and visitors, regardless of age, disability, gender, marital or civil partner status, race, nationality, ethnic or national origin, religion or belief. We believe in fostering an inclusive working environment that values diversity and promotes respect and dignity for all.

Employment decisions will be based on skills, qualifications, and experience, ensuring a fair and unbiased selection process. We are committed to promoting diversity during recruitment and selection processes.

Employees will be supported in their professional development, and promotions will be based on merit. We will provide equal opportunities for training and development, fostering a culture of continuous learning for all employees.

Harassment, bullying, or victimization will not be tolerated, and we will promptly investigate any complaints of harassment or bullying, taking appropriate corrective action as necessary.

This policy is available to all employees, contractors and interested parties. It is also explained to all employees and anyone who is working on our behalf before commencement of work.

This policy will be reviewed annually or as needed to ensure ongoing compliance with relevant legislation. Any changes to this policy will be communicated to all employees and relevant parties.

**Chris McClinton**  
**Managing Director, Hummerston Engineering Ltd**

**Dated: 5<sup>th</sup> January 2026**