

## **EQUALITY AND DIVERSITY POLICY**

RedRay Consulting Limited is committed to providing a working environment whereby all staff members can maximise their potential and so deliver results, both professionally and personally, in line with their individually set targets and objectives. RedRay Consulting Limited recognises that people are different in many ways including gender, ethnicity, educational background and culture and the Directors and managers of the company are committed to equality of opportunity for all employees and job applicants.

It is our policy:

- To embed a culture of equality and recognise that from diversity comes the opportunity to look at things in a different way which can improve business performance.
- To foster a non-discriminatory culture and promote opportunity for all employees on the basis of merit and ability.
- To ensure that training, identified through the appraisal process, is allocated within an equal opportunities framework and reflects the individual's personal needs and the company's needs.
- To value everyone as individuals whether they be employees, clients, suppliers or others with which we come into contact with through our activities.
- To communicate and promote this policy to our staff and generate a culture of inclusion and acceptance.

The aim of this Policy is to ensure that we carry out our activities in full compliance with all equality legislation and that we actively promote a diverse, inclusive and equal working environment.

This Policy will be reviewed on a regular basis to ensure that it reflects current good practice and legislation.

*John Rayner*

John Rayner  
RedRay Consulting Limited  
February 2008