

Equality & Diversity Policy Statement

Trojan Lighting Solutions Limited (Trojan) manufactures bespoke functional, decorative, emergency and energy efficient lighting solutions for multiple sectors including, but not limited to, commercial, industrial, health, education, rail, residential and public sector.

Equality, diversity, and inclusion are core values in our company, and we will remain compliant with the legal requirements detailed in the Equality Act 2010.

We are committed to eliminating discrimination and encouraging equality and diversity in all our business activities. This commitment is achieved through our core values of:

- Maintaining that all employees are equal regardless of their religious beliefs, sexual orientation, race, gender, and gender identity. We also recognise occasionally that people require extra help to provide the same opportunities and outcomes as others.
- Differences are respected, recognised, and valued. We will actively promote mutual respect and positive attitudes between groups that differ from one another.
- We will ensure that our policies and procedures are designed to benefit all employees and potential recruits in every aspect of their work.
- We will challenge stereotyping and prejudice. All incidences of prejudice-based bullying will be investigated at the highest level. This includes racism, homophobia, or the bullying of somebody due to a disability or their identified gender.

All forms of unfair discrimination, harassment, and other oppressive behaviour will be treated as a disciplinary offence. They will be dealt with, as for any other breach of the organisation's policies, under the internal disciplinary procedure when appropriate.

The Managing Director has ultimate responsibility for equality and diversity matters within the organisation and is responsible for monitoring the policy's effectiveness, assessing the policy objectives and proposing procedural improvements where necessary.

Employees should act in ways that support equality value diversity and promote this to develop an inclusive workplace culture. Every effort will be made to treat complaints promptly, impartially, and confidentially to arrive at a fair resolution.

This policy statement will be briefed to all employees at induction and shall be formally reviewed on an annual basis by directors.

This Policy Statement is authorised by:

Signed:



Position: Managing Director

Date: 23rd January 2023

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