

Equality & Diversity Policy Statement

VITRUVIUS

Vitruvius Management Services Limited provides Specialist Project, Commercial and Construction Management Services and is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination. This commitment to diversity underpins all our policies and practices.

'Equal Opportunity' is about fairness to everyone - employees, candidates, clients, our supply chain and contacts. We recognise and value the diverse nature of our society and wish to ensure that no elements are disadvantaged through our employment practice.

The Company seeks to maintain a positive working environment in which we respect each other, our employees, clients and suppliers. It is the policy of the Company that there shall be no discrimination or less favourable treatment of any person because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability (both physical and mental) or age, pregnancy or trade union membership.

We strive to achieve and maintain an ongoing awareness through communication, training and development of policies and procedures which are fair, consistent, legally compliant and follow best practice.

We commit to engage, promote, and train staff on the basis of their capabilities, qualifications and experience without discrimination and will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, training and development, transfer opportunities, conditions of service, pay and benefits, health and safety, grievance and disciplinary procedures and termination of employment, including redundancy. All employees will receive equal opportunity to progress within the Company.

To support our Equality and Diversity aims we will be open and transparent and commit to reporting our performance.

This policy has been established, agreed and endorsed by the Directors of Vitruvius Management Services Limited.

Vitruvius Management Services Ltd

Dated: 9th January 2023

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