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01428 658 333



hello@smigroupuk.com



Equality and Diversity Policy

Department:	ESG
Policy Owner:	ESG Manager
Approved Date:	September 2023
Date for Renewal:	September 2023
Version Number:	Version 1.1

1.1 SMI Group Aims:

We are a company which recognises the contribution of all our employees, members, and associates. Our aims are to be supportive, fair, just, and free from discrimination. In line with these objectives, we will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation; actively promote equality and diversity; and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all our working practices.

1.2 Action:

Our vision for equality and diversity goes beyond establishing processes to achieve change. As part of our interaction with our employees, members, member institutions and suppliers, we will endeavor to be proactive and monitor progress made towards meeting our objectives to:

- Encourage diversity and eliminate unfair treatment and discrimination through a full range of policies and procedures.
- Recognise that employees have the right to work in a supportive, safe, and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

1.3 Discrimination and Victimization:

We respect and uphold the dignity of all our employees, members and associates and value the contribution they make in the workplace. We are committed to providing a working environment that is free from unjust or prejudicial treatment of individuals based on their race, ethnicity, gender, age, religion, sexual orientation, or other personal characteristics. To prevent discrimination and victimization, we have implemented clear policies and procedures that promote equality, diversity, and inclusion in the workplace, establishing a culture of respect and fairness.

1.4 Accessibility:

SMI's vision is to create an environment in which all people have equal, dignified and ease of access to our goods, services, and facilities through the full range of SMI activities. We want to eliminate discrimination and promote equality of opportunity throughout SMI. We are committed to SMI becoming fully accessible and inclusive. SMI Group are actively working to increase and improve the usability and accessibility of our services and resources and in doing so aim to meet our legal, moral, and ethical obligations.

1.5 Procurement:

- We will endeavor to ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments.
- We will endeavor to use suppliers who share our values on equality of opportunity and diversity as

outlined in our Code of Conduct.

- We are committed to increasing transparency and improving human rights within our supply chain.
- We will continue to review and maintain our supplier transparency map to ensure our supply chain meets our expectations regarding equality, diversity, and human rights.
- We will endeavor to establish procedures to ensure that businesses from diverse communities have an equal opportunity of competing for collaborative procurement contracts to supply goods and services to SMI.
- We will endeavor to influence our external operations to ensure that they are inclusive and uphold the principles of equality and diversity mindfulness within the operational aspect of these functions.

1.6 Employment:

- We will not discriminate based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the allocation of employees employed in any post.
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.
- We will develop employees in order that they understand the context of and the specific issues influencing equality and diversity.
- All employees of SMI are required to comply with the company's equality aims and to treat colleagues with dignity and respect.
- We support and adhere to family-friendly and flexible working policies.

1.7 Communication of Positioning Statement:

This Positioning Statement will be communicated to all members of SMI via the Equality and Diversity pages on the SMI website. New employees will be briefed on the content of the Positioning Statement during the induction process. The Positioning Statement will also be available to all staff via SMI's Intranet.

1.8 Version Control:

Version:	Detail:	Approved by:	Date:
1.0	First Issue following policy introduction and annual reviews	Paul Prisgrove	May 2019
1.1	Annual reviews	ESG Manager	Last approved 2023

