

EQUALITY & DIVERSITY POLICY STATEMENT

At The Vehicle Group (TVG), we uphold a commitment to creating an inclusive workplace that promotes and values diversity. Our belief is that an equitable, respectful, and diverse work environment not only enriches our company culture but also drives innovation and contributes significantly to our success in designing, manufacturing, supplying, and installing equipment for the commercial vehicle sector.

We adhere to the principle that all employees and job applicants are to be treated equally and without discrimination. This encompasses not allowing differences in age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation to influence decisions related to employment, training, or promotion. Our practices align with the *Equality Act 2010*, which legally protects people from discrimination in the workplace and in wider society, ensuring everyone has a fair chance to participate in all aspects of life.

We wish to create a work environment where diverse backgrounds, experiences, and perspectives are respected and valued. It is important to us that the dignity and respect for all staff are maintained, and that the benefits of diversity are recognised and appreciated. Our goal is to eliminate any form of discrimination and inappropriate behaviour, to address prejudice, and to promote understanding across the organisation.

Employment practices at TVG are designed to be fair and inclusive, offering equal opportunities based on individual capabilities and qualifications, devoid of irrelevant personal characteristics. We commit to reviewing our practices and policies regularly to ensure they meet legal standards and embrace inclusivity.

Our environment is one where individual differences and contributions are acknowledged and valued. Every employee has the right to work in a setting that promotes equal opportunities and prohibits discriminatory practices, including harassment. Consequently, every member of our staff is expected to embrace and actively support this commitment.

We enforce a stringent procedure for the investigation, resolution, and remedy of complaints related to discrimination, harassment, or victimisation with our HR team. Moreover, we expect our suppliers and subcontractors to adopt these principles in their operations, broadening the impact of our commitment.

We at TVG expect any partners, contractors, suppliers or other collaborators to fully support this policy and adhere to the framework set out within the *Equality Act 2010* and will hold them to it with zero tolerance approach for non-compliance in this regard.

This policy affirms our dedication to building a workplace & partnerships that reflect the diversity of the communities we serve and where everyone has the opportunity to achieve their potential, consistent with the provisions of the *Equality Act 2010*.

Signature:



Graeme Frankland - TVG Managing Director

Date: 5th September 2024

 www.thevehiclegroup.com

 +44 (0) 345 0 60 50 40

 info@thevehiclegroup.com

 **The Vehicle Group Limited**
1 Target, Chattermark Way
Colburn Business Park
North Yorkshire,
DL9 4QJ
Registered in England, Company No. 6759911



Confidentiality
Document ID
Version
Modified by
Date Modified

Public
1377
1.0
K. Mackey
05-09-24