

Architects Plus (UK) Limited is fully committed to providing a harmonious working environment. Our aim is that our workforce will be truly inclusive to all sections of society and that each employee feels respected and able to give their best.

We are a practice that treats our clients with respect and seeks to provide solutions that are relevant to their needs and requirements.

To that end, the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, pregnancy, maternity or age. We oppose all forms of unlawful and unfair discrimination.

The terms equality, inclusion and diversity are at the heart of everything we do. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves and feel the worth of their contribution. Diversity means the celebration of the individual differences. We will actively support diversity and inclusion and ensure all our employees, clients and our consultants are valued and treated with dignity and respect.

Architects Plus (UK) Limited is committed to identifying and eliminating discriminatory practices, procedures and attitudes throughout the organisation. The company expects employees to support this commitment and to assist in all possible ways.

The company will ensure that recruitment, selection, training and development and promotion procedures result in no job applicant, employee or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010. Our objective is to ensure that individuals are selected, promoted and otherwise treated solely based on their relevant aptitudes, skills and abilities. All employees will be helped and encouraged to develop their full potential and their talents.

Our commitment is to:

- Create an environment in which individual differences and the contribution of all our staff are recognised and valued.
- Draw on the diverse talents of our staff to provide the best possible solutions to our clients.
- Entitle every employee to a working environment that promotes dignity and respect to all.
- Make training, development and progression opportunities available to all staff.
- Review all our employment practices and procedures to ensure fairness.
- Regard breaches of our equality policy as misconduct that could lead to disciplinary proceedings.
- Monitor and review the policy annually.

Signed



Barbara Gower, Director



Christian Judd, Director

Dated: January 2024