



Equality, Diversity & Inclusion Policy

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1. Policy Statement

Canelo is committed to providing equality of opportunity for all and to fostering a working environment where everyone is treated with dignity, fairness, and respect. We do not tolerate discrimination, harassment, or victimisation in any form. Our aim is to ensure that all employees, subcontractors, customers, suppliers, and members of the public are treated equitably and feel valued.

2. Scope

This policy applies to:

- All employees (permanent, temporary, and part-time)
- Subcontractors and agency workers
- Job applicants and candidates
- Customers, suppliers, and partners
- Any individual interacting with Canelo in a professional capacity

It covers all aspects of employment and service delivery, including recruitment, training, development, promotion, conduct, and decision-making.

3. Our Commitments

3.1 Equal Treatment

We will treat all individuals fairly and respectfully, ensuring that no one is disadvantaged or excluded.

3.2 Non-Discrimination

We will not discriminate on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.3 Merit-Based Decisions

Employment, promotion, and business decisions will be based solely on merit, ability, qualifications, and organisational needs.

3.4 Inclusive Culture

We will promote a culture where diversity is valued and inclusion is embedded in everyday practice.

3.5 Zero Tolerance for Harassment

Harassment, bullying, or victimisation will not be tolerated. All concerns will be taken seriously and addressed promptly.

4. Responsibilities

4.1 Canelo Leadership

- Ensure this policy is implemented and reviewed regularly
- Lead by example and promote inclusive behaviours
- Provide appropriate training and guidance

4.2 Managers

- Apply this policy consistently
- Address inappropriate behaviour swiftly
- Support staff in raising concerns

4.3 All Employees

- Treat colleagues and customers with respect
- Avoid discriminatory behaviour
- Report concerns or incidents promptly

5. Recruitment and Selection

Canelo is committed to fair and transparent recruitment practices. We will:

- Advertise roles openly and fairly
- Use objective selection criteria
- Make reasonable adjustments for candidates with disabilities
- Ensure interview panels understand equality principles

6. Training and Development

We will provide opportunities for all employees to develop their skills and progress. Training on equality, diversity, and inclusion will be made available to support understanding and good practice.

7. Reporting Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment, or victimisation is encouraged to raise the issue. Reports will be taken seriously, investigated promptly and fairly, and handled confidentially wherever possible. No individual will suffer detriment for raising a genuine concern.

8. Monitoring and Review

Canelo will monitor the effectiveness of this policy and review it regularly to ensure it remains compliant with legislation and reflective of best practice.

9. Approval

Neil Jackson Managing Director Canelo