



EQUALITY AND DIVERSITY POLICY

McKay Securities Plc (the “Company”) is committed to treating all staff including job applicants equally regardless of their race, racial group, colour, ethnic or national origins, sex, pregnancy and maternity, marriage or civil partnership, disability, sexual orientation, religion or belief, age or gender reassignment. The balance of skills and experience of the candidate is key and therefore all candidates are considered on merit and no diversity targets are set.

The Board takes overall responsibility for the development of equality and diversity and ensures that progress is reviewed and further actions taken as necessary.

1.1 Definitions

Diversity is about understanding, recognising, respecting and valuing differences.
Equality is about managing differences so that everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies and procedures.

1.2 Anti-Discrimination Legislation

The Company is committed to complying with legislation including, but not limited to the Equality Act 2010 (the “Act”) that combat discrimination and promote equality and diversity.

1.3 Forms of Discrimination

The Company does not permit discrimination of any kind. Types of discrimination include direct and indirect discrimination, victimisation and harassment.

1.4 Scope of the Policy

Every employee and member has a personal responsibility for the implementation of this policy and for ensuring compliance with it when undertaking their job role and have personal responsibilities to treat everyone with respect, consideration and without prejudice and to promote the same levels of behaviour in colleagues. Failure to comply with this policy may lead to disciplinary action; in serious cases, such behaviour may reasonably be deemed to constitute gross misconduct.

This policy applies to all employment activities including, but not limited to, arrangements for recruitment and selection, terms and conditions of employment, access to training opportunities, access to promotion and transfers, grievance and disciplinary process, demotion, selection for redundancies, dress code, references and work allocation.

The Company does not permit discrimination in relation to services required from outside contractors. All third parties will be instructed on the basis of their skills, qualifications and ability.

1.4 Raising Concerns

Employees who feel they have been unfairly treated contrary to this policy should raise their concerns with managers in order to have them addressed. If matters are not addressed the individual can raise a grievance using the normal grievance procedure set out in the Company’s Staff Handbook. All complaints will be investigated thoroughly and without delay.



1.5 **Policy Management**

Publication – This policy shall be available through the Company Secretary and on the 'P' drive.

Effective Date – This policy is effective from June 2005 was last reviewed by the Board on 4 February 2020.

Revisions – The Company Secretary is responsible for the maintenance and accuracy of this policy. This policy will be reviewed annually.

A handwritten signature in dark ink, appearing to read 'S. Perkins'.

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S. Perkins
Chief Executive Officer