

Rubax Lifts Limited

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**RUBAX LIFTS LIMITED POLICY**

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Authorisations - This document requires the following authorisation from the below named individuals

Name:	Title:
Dave Verey	Managing Director

Equality, Diversity and Discrimination Policy

1. POLICY STATEMENT

Rubax Lifts Limited is committed to promoting equality, diversity and inclusion throughout all areas of the business. The company will not tolerate unlawful discrimination, harassment, bullying or victimisation and will comply with the Equality Act 2010.

2. SCOPE

This policy applies to all employees, agency workers, contractors, suppliers, customers and visitors engaged with Rubax activities.

3. EQUAL OPPORTUNITIES

Recruitment, promotion, training, development and employment decisions will be based on competence, qualifications, experience and business requirements.

4. PROTECTED CHARACTERISTICS

Rubax recognises the protected characteristics defined within the Equality Act 2010 including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

5. RESPONSIBILITIES

Managers are responsible for implementing this policy, addressing concerns promptly and ensuring employees are treated fairly and respectfully. Employees must report inappropriate behaviour and support an inclusive workplace culture.

6. TRAINING AND AWARENESS

Equality, diversity and inclusion awareness will be communicated through inductions, toolbox talks, employee briefings and management processes where appropriate.

7. MONITORING AND REVIEW

The policy will be periodically reviewed to ensure continued legal compliance, suitability and effectiveness.

8. DISCIPLINARY ACTION

Any breach of this policy may result in disciplinary action in accordance with company procedures.

A handwritten signature in blue ink, appearing to read "Dave Verey". The signature is stylized and fluid.

Dave Verey, Managing Director
22nd May 2026