

	Document No.	Issue No	Title	Author	Approval Date
	FEI.POL.1.8	1	DIVERSITY, EQUALITY & INCLUSION POLICY	AJ	29/01/2024

## FEI Foods Ltd Diversity, Equality and Inclusion Policy

FEI Foods Ltd is committed to fostering a workplace culture that values diversity, promotes equality, and embraces inclusion. We recognise that a diverse and inclusive workforce contributes to creativity, innovation, and the overall success of our organisation. This Diversity, Equality, and Inclusion Policy outlines our commitment to creating a workplace that is free from discrimination and where all individuals are treated with respect and dignity.

- **Leadership Commitment:** We are dedicated to creating a workplace that values diversity, promotes equality, and fosters inclusion. We are committed to treating all individuals with respect, regardless of their race, ethnicity, gender, age, sexual orientation, disability, or any other characteristic protected by law. The head of human resources is responsible for the fulfilment of this policy with heads of department accountable for delivery.
- **Equal Opportunities:** We will ensure that all employees, regardless of background or characteristics, have equal opportunities for recruitment, training, career development, and advancement within the organisation. All employment decisions will be based on merit, qualifications, and business needs.
- **Elimination of Discrimination:** Discrimination, harassment, and bullying is strictly prohibited within the workplace. Any behaviour that undermines the principles of diversity and equality is unacceptable and will be addressed through appropriate disciplinary measures.
- **Inclusive Workplace:** We will foster an inclusive workplace culture where all employees feel valued and included. Encourage open communication, collaboration, and the sharing of diverse perspectives to create a rich and vibrant work environment.
- **Training and Awareness:** Training will be provided to all employees and management on diversity, equality, and inclusion topics. This includes educating staff on unconscious bias, cultural competence, and creating awareness about the importance of promoting diversity in the workplace.
- **Accommodations for diversity:** Reasonable accommodations to support employees with disabilities and create an accessible workplace will be implemented where required, while ensuring that our facilities, policies, and practices are inclusive and considerate of diverse needs.
- **Escalation:** We will proactively encourage the reporting or escalation of any behaviours which could be deemed to be in contravention to the values of diversity, equality and inclusion, following the principles of our Whistleblowing policy if required.
- **Third Party Engagements:** We commit to only engage with suppliers and third – party operations that demonstrate similar values with respect to diversity, equality and inclusion.

**Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.**

Signed:



Simon Lewis  
Managing Director

Date:

29/1/24

Signed:



Aled Jones  
Head of HR

Date:

29/1/24