

## Equality Act 2010

**Swift Decision Ltd, trading as Great North Business Centre**, is fully committed to promoting equality, diversity, and inclusion in every aspect of our business. We recognise and respect the diverse needs and rights of all individuals, ensuring that no one is discriminated against on the basis of *age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation*, as outlined in the Equality Act 2010.

Our key commitments are as follows:

1. **Equal Treatment:** We ensure that all employees, clients, partners, and visitors are treated with dignity and respect. No individual will face discrimination, harassment, or victimization.
2. **Accessibility:** We aim to create an inclusive environment that is accessible and welcoming to all, making reasonable adjustments to accommodate individuals with disabilities, ensuring fair access to opportunities.
3. **Inclusive Workplace:** We foster an inclusive culture where diversity is valued, and everyone has an equal opportunity to develop, progress, and succeed within the company, free from barriers to advancement.
4. **Fair Recruitment:** Our recruitment, selection, and promotion processes are based solely on merit. We strive to ensure that no applicant or employee is disadvantaged due to any protected characteristic.
5. **Zero Tolerance for Discrimination:** We have a zero-tolerance approach to discrimination, bullying, or harassment in the workplace. Any concerns or complaints will be taken seriously and dealt with in accordance with our internal grievance procedures.
6. **Ongoing Education:** We provide ongoing training and support to our staff to raise awareness of equality and diversity issues and ensure compliance with the Equality Act 2010.

This statement is actively reviewed to ensure compliance with relevant legislation and to uphold our commitment to a fair and inclusive working environment.

By embedding these principles into our everyday practices, we aim to ensure that Swift Decision Ltd trading as Great North Business Centre remains a workplace and business partner where equality, fairness, and respect are at the core of all we do.

Swift Decision Ltd, 10 September 2024