

Equality and Diversity Policy

General statement

Mitchell and Webber Ltd recognises the benefits of having a diverse community of employees and associates who value one another and the different contributions they can make to achieve the company's mission to be a high-quality provider of fuel distribution and delivery services.

Mitchell and Webber Ltd is committed to being an equal opportunities employer and providing equality of opportunity for all employees, associates, clients and delegates. In the provision of equal opportunities, Mitchell and Webber Ltd recognises and accepts its responsibilities under the law.

The policy aims to provide equality of opportunity regardless of gender, ethnicity, colour, disability, religion, age, sexual orientation, or marital status.

Mitchell and Webber Ltd seeks to create an open and supportive environment which is free from discrimination, and which encourages all staff and students to participate fully in Mitchell and Webber Ltd activities.

This policy applies to all aspects of Mitchell and Webber Ltd employees, including subcontractors and associates.

Responsibilities

Employees are encouraged to assist in promoting equality and diversity by bringing discriminatory practices to the attention of the Company Secretary.

Mitchell and Webber Ltd Course directors and those staff in management and leadership roles will, through their responsibilities, be proactive in promoting diversity and equal opportunities, and in tackling discrimination.

The Mitchell and Webber Ltd will ensure that:

- All employees of Mitchell and Webber Ltd including associates are aware of the equality and diversity policy
- The implementation of equal opportunities is adequately monitored
- Clear and publicly accessible procedures are in place for the fair selection employees
- The Managing Director of Mitchell and Webber Ltd is responsible for ensuring that employees and associates adhere to the equality and diversity policy.

All Mitchell and Webber Ltd employees and associates will:

- Support and implement the equality and diversity policy, and ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.

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The development and monitoring of the equality and diversity policy is supported by the Company Secretary, who is responsible for developing and co-ordinating initiatives that will enhance diversity and equality of opportunity within Mitchell and Webber Ltd.

Mitchell and Webber Ltd employees and associates are required to comply with this policy and with the relevant legal requirements and are expected to promote a culture free of discrimination, prejudice and all forms of harassment and bullying. Any incidents of discrimination, harassment or bullying will be investigated and may be grounds for disciplinary action.

The legal framework

The following legislation applies to all:

- Sex discrimination act 1975 as amended 2003
- The race relations act 1976 as amended 2000
- Disability discrimination act 1995 as amended 2001, 2003
- Prevention from harassment act 1997
- Human rights act 1998
- Race relations amendment regulations, 2003

Discrimination

The race relations act outlines four main forms of unlawful discrimination: direct discrimination, indirect discrimination, victimisation and harassment. The following definitions are taken from the race relations act. These classifications also apply under the sex discrimination act and the employment equality (sexual orientation and religion and belief) regulations.

Direct discrimination - this occurs when a person is treated less favourably on racial grounds than another person is, or would be, treated in the same or similar circumstances. Direct discrimination is automatically unlawful, whatever the reason for it, and no justification can be put forward to excuse the difference in treatment.

Indirect discrimination - consists of applying in any circumstances covered by the act, a requirement or condition which, although applied equally to persons of all racial groups, is such that a considerably smaller proportion of a particular racial group can comply with it and it cannot be shown to be justifiable on other than racial grounds, for example, a rule about clothing or uniforms which disproportionately disadvantages a racial group and cannot be justified.

Victimisation - this occurs when a person is treated less favourably than another is, or would be, treated because they have brought, or are suspected of having brought, legal proceedings under the act, or because they have given evidence or information on behalf of someone else's complaint, or because they have complained of discrimination.

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Harassment - this occurs when a person harasses another on grounds of race, or ethnic or national origin when his or her behaviour is unwanted, and when it has the purpose or effect of violating the other person's dignity or creating an intimidating, hostile, degrading, or offensive environment for them.

Disability discrimination act

Under the Disability Discrimination Act 1995 (as amended 2001), discrimination against disabled people can take place in either of three ways:

- When a responsible body treats a disabled person less favourably, for a reason relating to the person's disability, than it treats (or would treat) a person to whom that reason does not, or would not, apply and that treatment cannot be justified.
- By failing to take reasonable steps to ensure that disabled people are not placed at a "substantial disadvantage" compared to other people, without justification. This is known as the reasonable adjustments duty.
- Victimisation is a special form of discrimination covered by the act. It applies whether or not the person victimised is a disabled person, as defined above under the race relations act.

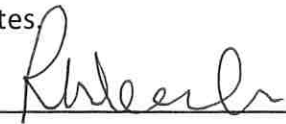
All material published by the Mitchell and Webber Ltd will seek to avoid the use of offensive and discriminatory language and images. Publicity materials will include a statement outlining the Mitchell and Webber Ltd's commitment to equality of opportunity and diversity.

Monitoring and review

This policy shall be subject to regular review by the management of Mitchell and Webber Ltd to ensure that it meets both legislative and industry best practice standards.

Publication

Mitchell and Webber Ltd shall make a copy of the policy available to current employees and associates.

Signed:  Managing Director, Mitchell and Webber Ltd.

22 January 2024