

1st Defence Medical LTD.

EQUAL OPPORTUNITIES POLICY

04/12/2025

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1st Defence Medical Ltd.

EQUAL OPPORTUNITIES POLICY

1.0 Zero Tolerance of Discrimination:

1st Defence Medical Ltd. has a zero tolerance policy based on protected characteristics as outlined in the Equality Act 2010 (<https://www.legislation.gov.uk/ukpga/2010/15/contents>).

Acts of discrimination against any protected characteristic will be grounds for immediate dismissal.

2.0 Equal Access Opportunity Employer

1st Defence Medical Ltd. is an equal opportunity employer. We provide equal access in recruitment, training opportunities, shift assignment, and pay.

3.0 Proactive Steps:

1st Defence Medical Ltd. takes proactive steps to build an inclusive, respectful working environment, and all staff and sub-contractors are to adhere to this at all times.

4.0 Complaint Procedure:

Should an employee or sub-contractor witness or experience any acts of discrimination they should report these immediately to management. The incident should be documented in writing, and submitted to Christopher Lee as soon as possible.

4.1 Complaint Investigation:

All complaints of discrimination received will be investigated in full, and in a timely manner. This may involve speaking with those involved or who may have witnessed the event, or submitting relevant evidence (such as screen shots of messages received).

4.2 Complaint Resolution

The complainant will receive an answer in writing with the outcome of the investigation, and steps taken to prevent further incident/disciplinary measures taken.

5.0 Policy Delivery:

Our policy will be executed through decisive action that encourages a culture of open communication. Policy will be made available to all staff members and subcontractors, and posted on our website for accessibility.

6.0 Policy Review:

This policy will take immediate effect and will be subject to ongoing review and amendment as necessary.

Christopher Lee

Director, 1st Defence Medical Ltd.

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