

Visually Connected with Display Manager Ltd

Equality, Diversity, Inclusion Policy

Policy Statement

Visually Connected with Display Manager Ltd is committed to fostering an inclusive and equitable environment where every employee, customer, and stakeholder feels valued and respected. We believe that embracing diversity and promoting equality enriches our workplace culture, drives innovation, and enhances our ability to serve a diverse customer base.

Scope

This policy applies to all employees, contractors, suppliers, customers, and any individuals interacting with Visually Connected with Display Manager Ltd.

Key Principles

1. **Equality** - We ensure fair treatment and equal opportunities for all, regardless of age, gender, ethnicity, disability, religion, sexual orientation, socio-economic status, or any other characteristic.
2. **Diversity** - We embrace and value the diverse backgrounds, perspectives, and experiences of all individuals within our organization and in our dealings with stakeholders.
3. **Inclusion** - We are committed to creating a culture where everyone feels welcomed, included, and empowered to contribute to their fullest potential.

Commitments

1. **Workplace Culture**
 - Promote open communication and mutual respect.
 - Provide training on EDI topics for employees and leaders.
 - Regularly review practices to prevent unconscious bias.
2. **Recruitment & Career Development** –
 - Ensure recruitment processes are free from discrimination.
 - Offer equal opportunities for career progression and professional development.
 - Customer Relations Treat all customers with respect and fairness.
 - Ensure products and services are accessible and inclusive.
3. **Community Engagement**
 - Actively engage with diverse communities to understand and address their needs.
 - Partner with organisations that promote equality and inclusion.

Responsibilities

1. Management

- Lead by example, demonstrating commitment to EDI principles.
- Monitor and review progress toward EDI objectives.

2. Employees

- Uphold the principles of this policy in their day-to-day actions.
- Report incidents of discrimination, harassment, or exclusion.

Monitoring and Review

Visually Connected with Display Manager Ltd will regularly review this policy to ensure its relevance and effectiveness. Feedback from employees, customers, and stakeholders will be incorporated into periodic updates.

Policy Violations

Any breach of this policy will be taken seriously and addressed through disciplinary action or other appropriate measures.

Approved by:

Lionel Eales

Lionel Eales - Managing Director, Display Manager Ltd

Date: 16/03/2025

Review Cycle: Annually