



EQUALITY DIVERSITY & INCLUSION POLICY

TIS (NGA) Ltd is committed to creating a work environment free from discrimination, harassment, and bullying, recognizing that the success of our organization depends on the talents and abilities of our workforce. We are dedicated to providing equal opportunities, fostering an inclusive culture that promotes diversity, respect, and fairness for all employees.

In line with the **Equality Act 2010** and the **Worker Protection (Amendment of Equality Act 2010) Act 2023**, we ensure protection from discrimination and harassment (e.g. sexual) including third-party harassment (e.g., from customers or contractors). We strive for a workplace where everyone is treated with dignity and respect and can reach their full potential.

Key Policy Objectives

- **Equality and Fairness:** We offer equal opportunities in recruitment, training, promotion, and all aspects of employment. We aim to create a valued, respectful environment for all.
- **Third-Party Harassment:** In line with the **Worker Protection (Amendment of Equality Act 2010) Act 2023**, we will address and prevent harassment by third parties and take prompt action when necessary.
- **Workplace Behaviour:** We will not tolerate any form of harassment, bullying, or discriminatory behaviour, whether verbal, physical, or online.
- **Training and Awareness:** Appropriate training will be provided to all staff, including management, to ensure understanding of this policy and to respond effectively to harassment or discrimination.
- **Reporting and Complaints:** Employees are encouraged to report any incidents of discrimination or harassment, which will be addressed promptly. Records will be maintained for analysis and improvement.
- **Accountability:** All employees are responsible for contributing to a respectful and inclusive work environment. Non-compliance will result in disciplinary action.
- **Policy Review:** This policy will be reviewed annually to ensure compliance with relevant legal requirements, including the **Equality Act 2010** and the **Worker Protection (Amendment of Equality Act 2010) Act 2023**.

Implementation and Responsibility

The **Joint Managing Directors** are responsible for overseeing the implementation and review of this policy, ensuring it is communicated to all employees, and providing the necessary training to support its goals.

At TIS (NGA) Ltd, we value diversity and are committed to providing a workplace where everyone can thrive, free from discrimination or harassment, including from third parties.

Andrew Byron

John Wanless

Joint Managing Directors

5th January 2026

Planned review January 2027