

Our policies

**Equal Opportunities and Diversity
Policy Commitment**
Pointer Ltd

Organisation: Pointer Ltd
Version No: 4.0
Date: 28th April 2025

PEACE OF MIND
SINCE
1972

Equal Opportunities and Diversity Policy Commitment

Scope

We strive to ensure that no colleague, sub-contractor, or job applicant is discriminated against, either directly or indirectly, by perception or association, or by harassment, on the grounds of age, race, nationality, disability, religion or similar philosophical belief, sexual orientation, or gender.

Commitment

We are committed to providing a working environment where all colleagues can realize their full potential and contribute to our success. In alignment with the United Nations (UN) Agenda for Sustainable Development Goals and targets for 2030, specifically Goal 10: Reduced Inequalities, our aim is to identify and eliminate all discriminatory practices and behaviours. We expect all colleagues to support this commitment and assist in its realisation in every possible way.

- We are commitment to Fair Treatment of all colleagues, whether part-time or full-time, permanent or temporary, they will be treated fairly and with respect.
- All colleagues will be supported and encouraged to develop their full potential, ensuring their talents and resources are fully utilised to maximise the company's efficiency.
- The full policy is contained in our company handbook and our Company App, which is available to all colleagues.

This commitment applies to all aspects of employment, including:

- Recruitment and Selection
- Training, Mentoring, and Development
- Promotion and Career Development Opportunities
- Terms and Conditions of Employment, and Access to Employment-Related Benefits and Facilities
- Conduct at Work
- Grievance Handling and Application of Disciplinary Procedures
- Decisions Relating to Dismissal, Including Selection for Redundancy

Responsibility

Management and all colleagues share the responsibility to ensure adherence to our Equal Opportunities Policy and to promote dignity and equality of opportunity at work. Breaches of the Equal Opportunities Policy may be regarded as misconduct and could lead to disciplinary action.

Review and Update

This policy will be reviewed annually to incorporate feedback, address new challenges, and update standards to align with best practices.