



Fairness, Inclusion and Respect Policy

Introduced: August 2025

Next review date: August 2026

Policy Statement

We Are Ease Limited is committed to creating and maintaining a workplace that is fair, inclusive, and respectful for all staff, customers, suppliers, and visitors. We believe that valuing diversity, promoting equality of opportunity, and treating each other with respect are essential to our success as a company.

We will not tolerate discrimination, victimisation, harassment, or unfair treatment of any kind. Everyone has the right to feel valued, supported, and empowered to reach their full potential.

1. Aims of the Policy

We will ensure that we:

- Promote fairness, inclusion, dignity, and respect across all areas of work.
- Ensure that individuals are treated solely on their abilities, potential, and contribution.
- Eliminate unlawful discrimination in line with the Equality Act 2010.
- Encourage and celebrate diversity across the company.
- Provide equal access to opportunities for training, career development, and progression.
- Promote a positive, respectful culture where every voice is heard.

2. Area of Responsibility

All individuals are responsible for:

- Treating colleagues, clients, and partners with fairness, dignity, and respect at all times.
- Challenging inappropriate behaviour, discrimination, or exclusion where it occurs.
- Valuing differences and promoting an inclusive working environment.

Management is responsible for:

- Leading by example and embedding fairness, inclusion, and respect in day-to-day operations.
- Ensuring that company policies and practices are free from discrimination.
- Providing appropriate training and awareness to staff.
- Monitoring and addressing any issues that may undermine this policy.

The enforcement of this policy is ultimately the responsibility of the Managing Director, and the content shall be reviewed on an annual basis.

3. Specific Commitments

3.1 Recruitment & Selection

- Job descriptions and adverts will be written in clear, inclusive language.
- Candidates will be assessed against objective, role-related criteria.
- Recruitment panels will reflect diversity wherever possible.



We Are Ease Ltd, The Pavilion, Moorhaven, Bittaford, Ivybridge, Devon, PL21 0TZ

Company Reg No.: 10436920. VAT No.: 257842767. Reg. Address: c/o Mark Holt & Co, 7 Sandy Court, Ashleigh Way, Langage Business Park, Plymouth, PL7 5JX

3.2 Inclusive Language & Behaviour

- All staff must use respectful, non-discriminatory language.
- Jokes, comments, or behaviour that demeans others will not be tolerated.
- Gender-neutral and culturally respectful communication should be used wherever possible.

3.3 Accessibility

- We will make reasonable adjustments to ensure equal access to employment, facilities, and opportunities.
- Digital and physical environments will be reviewed regularly for accessibility.
- Flexible working arrangements will be considered to support staff with different needs.

3.4 Support for Underrepresented Groups

- We will work to remove barriers to participation for underrepresented groups in our industry.
- Training, mentoring, and development opportunities will be made available fairly.
- We will encourage open conversations about diversity, fairness, and respect.

4. Breach of Policy

If you experience or observe any behaviour that undermines fairness, inclusion, or respect, you should raise it with your Associate Director or Managing Director in the first instance. All reports will be taken seriously, treated confidentially, and investigated where appropriate.

Where necessary, the grievance and disciplinary procedures may be used.

Signed



Date: 29th August 2025

Dafydd Hollyman, We Are Ease Ltd. Managing Director

Document Control

Version	Issue Date	Revision Date	Changes Made	Approved by:
1.0	29/08/2025	N/A	Initial Issue	D Hollyman (MD)



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