

Equality, Diversity and Inclusion Policy



Introduction

Paramount Platforms Ltd is resolutely committed to fostering an inclusive, diverse, and respectful workplace where all employees feel valued, supported, and empowered to contribute meaningfully. This policy articulates our unequivocal opposition to all forms of unlawful discrimination while outlining proactive strategies for cultivating a culture of fairness, dignity, and equity. We recognise that a diverse and inclusive workforce enhances innovation, enriches employee engagement, and contributes to overall organisational excellence. Our dedication to equality, diversity, and inclusion (EDI) extends to all employees, customers, and stakeholders, ensuring equitable treatment irrespective of background or identity.

In line with our corporate responsibility and ethical standards, this policy establishes a framework for embedding inclusivity and fairness at every level of the organisation. We seek to dismantle systemic barriers to equality, proactively mitigate unconscious bias, and foster a workplace environment where all employees, regardless of their backgrounds, can achieve their full professional potential.

Policy Statement

Paramount Platforms Ltd is committed to upholding the principles of equality, fairness, and respect for all employees, irrespective of whether they are engaged on a permanent, temporary, part-time, or fixed-term basis. We ensure full compliance with the Equality Act 2010, which provides statutory protection against discrimination on the basis of protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation. We cultivate an inclusive corporate culture where all employees are respected, valued, and empowered to contribute to organisational success.

We actively eliminate all forms of unlawful discrimination in key employment practices, including but not limited to remuneration, benefits, employment terms and conditions, disciplinary and grievance procedures, dismissal, redundancy, parental leave, recruitment, professional development, promotion, and training. We implement a zero-tolerance policy for discriminatory behaviours and ensure all reports of discrimination are treated with the utmost seriousness. Additionally, we take proactive steps to promote diversity at all levels of the organisation and to remove structural and systemic impediments to equality.

Legal Framework

This policy is designed in strict adherence to the following legislative frameworks: the Equality Act 2010, which establishes the legal basis for non-discrimination and the promotion of equal opportunities; the Protection from Harassment Act 1997, which criminalises workplace harassment and outlines remedial actions; the Employment Rights Act 1996, which defines employee rights and employer obligations; the Human Rights Act 1998, which safeguards fundamental workplace rights; the Disability Discrimination Act 1995, which establishes workplace protections and adjustments for employees with disabilities; and the ACAS Code of Practice, which provides best practice guidelines for managing workplace equality and fairness.

Scope of the Policy

This policy applies comprehensively to employees, whether they are permanent, temporary, fixed-term, agency workers, contractors, freelancers, consultants, apprentices, interns, job applicants, customers, suppliers, or any individuals engaging professionally with Paramount Platforms Ltd. The provisions within this policy extend across all aspects of employment, including recruitment and selection, onboarding, induction, training, career development, succession planning, promotion, performance evaluation, appraisal, compensation, benefits, reward structures, workplace conduct, behavioural expectations, grievance redressal, redundancy procedures, employment termination, flexible working arrangements, and reasonable adjustments.

Roles and Responsibilities

All individuals within Paramount Platforms Ltd bear a collective responsibility for embedding EDI principles into the organisational ethos. Executive leadership and senior management provide strategic oversight, ensure policy compliance, and champion an inclusive workplace culture. Line managers operationalise policy directives, support their teams in adhering to inclusivity standards, and address employee concerns promptly. Employees commit to upholding EDI values, reporting concerns, and contributing positively to a respectful workplace environment. Senior management ensures the effective implementation of this policy, investigates complaints, and maintains compliance with all relevant legislative mandates, reinforcing the company's commitment to fostering an equitable and inclusive work environment.

Eliminating Discrimination, Harassment, and Victimisation

We maintain a zero-tolerance stance on direct discrimination, which involves the prejudicial treatment of an individual based on a protected characteristic. We also prohibit indirect discrimination, which occurs when workplace policies disproportionately disadvantage specific demographic groups. Harassment, defined as conduct that violates dignity or fosters an intimidating, hostile, degrading, humiliating, or offensive environment, is strictly forbidden. Additionally, victimisation, which refers to the unfair treatment of individuals for raising concerns or participating in investigations regarding discrimination, will not be tolerated.

Reporting and Addressing Complaints

Any employee experiencing discrimination, harassment, or unequal treatment is encouraged to follow the designated reporting procedures. The first step involves an informal resolution, whereby a facilitated discussion between concerned parties aims to address grievances amicably. If necessary, employees may submit a formal complaint to the senior management for formal intervention. This triggers an investigation process that ensures confidentiality, impartiality, and procedural fairness. Upon conclusion of the inquiry, the organisation will determine outcomes and implement remedial actions accordingly. Employees retain the right to appeal decisions through an internal review mechanism.

Performance Monitoring and Policy Evaluation

The efficacy of this policy is systematically assessed through a multifaceted evaluation framework that includes comprehensive employee engagement and satisfaction surveys designed to capture nuanced perceptions of inclusivity and workplace equity. Advanced workforce data analytics are leveraged to meticulously examine potential disparities in recruitment, retention, and career progression, enabling the identification of trends that may indicate systemic barriers or biases. To ensure that the policy remains responsive to both legislative developments and organisational needs, periodic policy reviews and refinements are undertaken, incorporating insights from legal experts, industry benchmarks, and best practices in diversity management.

In addition to these measures, regular Equality, Diversity, and Inclusion (EDI) impact assessments are conducted, evaluating both qualitative and quantitative indicators of policy effectiveness. These assessments serve as a cornerstone for driving continuous improvements, informing strategic decision-making, and reinforcing the company's commitment to cultivating a truly inclusive and equitable work environment.

Conclusion

By embedding EDI principles into our operational framework, Paramount Platforms Ltd aspires to cultivate an organisational culture predicated upon respect, fairness, and innovation, fostering an environment where diversity is celebrated, and inclusivity is ingrained within our core values. We urge all employees, stakeholders, and leadership teams to actively engage with and uphold these principles, ensuring that our workplace remains

welcoming, equitable, and conducive to professional growth for all individuals, irrespective of background or identity.

This policy serves as a foundational document that underpins our commitment to creating a progressive and adaptive organisational culture, responsive to the evolving dynamics of workforce inclusivity and best practices within the industry. By integrating continuous feedback mechanisms and leveraging advanced analytics to monitor the effectiveness of our EDI initiatives, we aim to proactively identify and address any disparities that may arise.

This policy will undergo a comprehensive review on an annual basis, incorporating emerging legal requirements, industry standards, and empirical insights from both internal and external assessments. Through this iterative approach, Paramount Platforms Ltd seeks to not only comply with statutory obligations but also to position itself as a benchmark organisation in fostering equity, diversity, and inclusion across all facets of its operations.

A handwritten signature in black ink, appearing to read 'S. Mann', is positioned above the printed name 'Stephen Mann'.

Stephen Mann
Director

Reviewed: 08/10/2026

Next review date: 01/10/2027

Version 2