


<b>Equal Opportunities &amp; Diversity Policy Statement</b>	<b>Doc Ref:</b> LUNCPOL1031	
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Lunar Ltd  
 Equal Opportunities & Diversity Policy Statement  
 Date: 6<sup>th</sup> February 2025

#### Policy Overview

Lunar Ltd is dedicated to fostering a working environment that promotes equality of opportunity and prohibits unlawful discrimination based on protected characteristics under the Equality Act 2010. These characteristics include age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation.

We aim for our workforce to reflect all sections of society and our customers. We strive for each employee to feel respected, valued, and able to contribute fully.

#### Policy Objectives

The objectives of this policy are to:


1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
2. Oppose and prevent all forms of unlawful discrimination in employment, including recruitment, promotion, training, development, redundancy, and provision of services.

#### Policy Commitments

Lunar Ltd commits to:

1. Encouraging Equality, Diversity, and Inclusion: These values are integral to good business practice and support organisational success.
2. Promoting a Respectful Workplace: Create a working environment free from bullying, harassment, victimisation, and unlawful discrimination. We aim to foster dignity, respect, and recognition of individual differences and contributions.
  - This commitment includes training all employees on their rights and responsibilities under this policy, emphasising the need to support equality, diversity, and inclusion in the workplace.
3. Addressing Complaints Seriously: We take complaints of bullying, harassment, victimisation, and unlawful discrimination seriously, whether from employees, customers, suppliers, or others.
  - Such acts will be addressed as misconduct under Lunar Ltd's grievance and/or disciplinary procedures, with serious incidents potentially leading to dismissal without notice.
4. Facilitating Growth and Development: We offer opportunities for training, development, and advancement to all employees, encouraging them to reach their full potential, which in turn enhances the efficiency and effectiveness of Lunar Ltd.
5. Making Merit-Based Decisions: All decisions concerning staff are based on merit, except for lawful exemptions and exceptions under the Equality Act.
6. Regular Policy Review: We regularly review our employment practices and procedures to ensure fairness and legal compliance, updating this policy as necessary.

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7. Supporting Disabled Employees: Lunar Ltd will make reasonable adjustments to support the employment and development of disabled individuals or those with learning difficulties.

#### Responsibility for Implementation

All employees are expected to uphold this policy. Both Lunar Ltd and its staff may be held accountable for acts of bullying, harassment, victimisation, and unlawful discrimination against others in the course of their work.

#### Policy Extent and Application

We expect all subcontractors and agents to act in accordance with this policy. While Lunar Ltd cannot accept liability for their actions, we are committed to ensuring that our goods and services align with the spirit of this policy.

Signed



Ian Sibbert  
Managing Director,  
Lunar Ltd

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	Attendee's Name	Date	Signature
1	Callum Beaton	06/02/2025	
2	Gareth Chapman	06/02/2025	
3	Scott Cragg	06/02/2025	
4	Phil Eastwood	06/02/2025	
5	Dave Edwards	06/02/2025	
6	Alan Hughes	06/02/2025	
7	Aaron Parker	06/02/2025	
8	Dave Pinington	06/02/2025	
9	Ian Pinington	06/02/2025	
10	Ian Sibbert	06/02/2025	
11	Matthew Sibbert	06/02/2025	
12	Oliver Sibbert	06/02/2025	
13	Dean Slater	06/02/2025	
14	Ben Slinn	06/02/2025	
15	Thomas Young	06/02/2025	
16	Sean Slater	06/02/2025	

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17	Lewis Walsh	06/02/2025	
18	Paul Tomkinson	06/02/2025	
19	Alfie Slinn	06/02/2025	

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