

REBEL BIONICS LTD

EQUAL OPPORTUNITIES POLICY



Rebel Bionics Ltd is committed to promoting equality, diversity, and inclusion in all aspects of employment and business operations. This policy outlines our approach to ensuring fair treatment, preventing discrimination, and fostering an inclusive workplace in accordance with the Equality Act 2010.

Scope

This policy applies to all employees, job applicants, contractors, agency workers, interns, consultants, suppliers, and business partners across all Rebel Bionics Ltd sites and operations.

Policy Statement

We oppose all forms of unlawful and unfair discrimination and aim to provide equality of opportunity regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Rebel Bionics Ltd will:

- Recruit, develop, and retain a diverse workforce.
- Ensure employment decisions are based on merit, qualifications, and business needs.
- Foster a culture of respect, openness, and fairness.
- Provide training on equality, diversity, and anti-discrimination.
- Make reasonable adjustments to support employees with disabilities or health conditions.

Responsibilities



Responsibility	Name/Title	Action/Arrangements
Policy Oversight	CEO / Directors	Ensure company-wide compliance and leadership commitment
Implementation	Line Manager	Deliver training, monitor practices, and support managers
Employee Support	HR Representative	Provide guidance and respond to equality-related concerns
Recruitment	CEO / Directors	Apply fair and inclusive recruitment practices

Reporting and Complaints

Employees or third parties who believe they have experienced or witnessed discrimination, harassment, or unfair treatment should report the matter to their line manager, HR, or the designated equality officer. All reports will be treated confidentially and investigated appropriately.

Breaches of Policy

Violations of this policy may result in disciplinary action, up to and including dismissal. Breaches by suppliers or contractors may lead to termination of contracts and possible legal action.



Review and Monitoring

This policy will be reviewed annually or sooner if required by changes in legislation, company structure, or best practice. Diversity metrics may be monitored to assess progress and identify areas for improvement.

Ted Varley
CEO
Rebel Bionics Ltd
25/04/2022

Policy effective date: 25/04/2022
Review Date: Annually