



Ski

H2O Water Sports

## **EQUALITY & DIVERSITY POLICY AND GUIDANCE**

### **Purpose**

This policy aims to ensure that unlawful or unfair discrimination, whether direct or indirect, is eliminated and equality of opportunity is promoted. Where it is reasonable and practical to do so, it will take steps to address identified inequalities or barriers that may arise.

### **Introduction**

H2O Water Sports is committed to providing services which embrace diversity and that promote equality of opportunity. This policy is to provide equal opportunities and will also take every action possible to avoid discrimination on the grounds including gender, gender identity, marital status, sexual orientation, race, colour, nationality, age, religion, creed, nationality, disability, social background, or any other grounds.

### **Scope**

This policy applies to H2O Water Sports T/as Hi5 and extends to all freelance Associates who will apply standards which will be compliant with the Equality Act 2010.

### **Expectations and responsibilities**

All staff and Associates are expected to behave in a fair and reasonable manner: fairly; equally; with courtesy and respect. Staff and Associates are also responsible for welcoming diversity and challenging inappropriate behaviour – being open and honest in dealing with other people, clients, and organisations, whilst protecting personal privacy and maintaining confidentiality or protecting our intellectual property when this is appropriate.

### **Complaints**

Any complaints in regard to equality and diversity shall be submitted in writing to The Managing Director, Hi5 Corporate Leisure Ltd at the registered business address.

### **Awareness**

This policy will be distributed to all staff and Associates.

H2O Water Sports Ltd - The Courtyard - Reading Lake -RG30 3UN