
Equality and Diversity Policy

1. Purpose

MEMS International is committed to promoting equality, diversity, and inclusion across all areas of its business. This policy sets out our dedication to treating all individuals fairly and with respect, ensuring equal opportunities and fostering a workplace where everyone can thrive.

2. Scope

This policy applies to:

- All employees, contractors, and temporary staff of MEMS International.
- Suppliers, clients, and partners engaged in our business operations.

3. Policy Statement

MEMS International values diversity and is committed to:

- Creating an inclusive work environment that recognises and respects individual differences.
- Ensuring all employees and stakeholders are treated fairly, without discrimination or bias.
- Promoting equality of opportunity in recruitment, development, and career progression.
- Raising awareness and providing education to overcome biases and stereotypes.

4. Protected Characteristics

This policy refers to the **nine protected characteristics** under the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership

5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

5. Attitudes, Aims, and Values

MEMS International's approach to equality and diversity is guided by the following:

- **Respect:** All individuals should be treated with dignity and fairness.
- **Inclusion:** Everyone should feel valued and able to contribute fully.
- **Opportunity:** Equal access to roles, training, and development for all.
- **Accountability:** Commitment from all levels of the organisation to uphold equality and diversity principles.

6. Sharing Policy

MEMS International ensures this policy is accessible to interested parties:

- Available on the company website
- Shared via email with clients, suppliers, and during tender processes

7. Training and Responsibilities

- All employees are responsible for upholding this policy and reporting any breaches.
- Managers and supervisors are responsible for promoting equality and diversity within their teams.
- MEMS International provides regular training to raise awareness of equality and diversity issues, ensuring staff understand their responsibilities and are equipped to create an inclusive workplace.

8. Review

This policy will be reviewed annually or sooner if legislation, business operations, or organisational practices change.

Approved by: Louis Brink, MD

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Next Review: 03/03/2027