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## Equality Diversity & Inclusion Policy

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This policy sets out our commitment to promoting diversity, ensuring equality of opportunity, and fostering an inclusive working environment. As a small business, every individual plays a vital role in shaping our culture. We value the unique perspectives, backgrounds and experiences that each person brings.

This policy applies to all employees, contractors, agency workers, and anyone representing the company. It covers all aspects of employment, including recruitment, training, development, promotion, pay, and day-to-day working practices.

Laser Tech UK Ltd are committed to treating all individuals with dignity and respect. We provide equal opportunities regardless of gender, marital status, family status, sexual orientation, religion or belief, age, disability, race, ethnicity, nationality, or membership of the Traveller community.

We foster an inclusive culture where everyone feels valued, supported and able to contribute fully. We comply with all relevant equality and employment legislation in Ireland and the UK, as applicable to our operations.

### **The Directors will commit to**

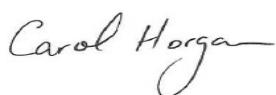
- Leading by example and promote inclusive behaviours.
- Ensuring employment decisions are based on merit, competence and business needs. Job advertisements and descriptions are written in inclusive, non-discriminatory language.
- Interview and selection processes are fair, consistent and transparent.
- Address any concerns or complaints promptly and fairly.
- Provide reasonable accommodations where required.
- All employees have equal access to training, development and progression opportunities.

### **Employees will commit to**

- Treating colleagues, customers and partners with respect.
- Contribute to a positive, inclusive working environment.
- Report any behaviour that conflicts with this policy.

As a small business, we will monitor our practices annually through our IMS processes or sooner if legislation or business needs change.

This policy is approved by the directors and communicated to all employees. It forms part of our commitment to maintaining a respectful, inclusive and high-performing workplace.



Carol Horgan  
Director



Hardeep Ubhey  
Director