

Diversity and Inclusion Policy

Future Garments Ltd t/a Eurox

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1. Introduction

Future Garments Ltd t/a Eurox embraces diversity and inclusion as integral parts of our business operations. We are committed to fostering a positive and collaborative work environment, where everyone, regardless of their background or identity, is treated with respect and given equal opportunities to succeed. We believe that diversity enriches our organisation, drives innovation, and improves business outcomes. Our goal is to create a business culture where individual differences are recognised and valued.

2. Statement of Intent

Future Garments Ltd t/a Eurox is fully committed to promoting diversity and inclusion for all employees, contractors, and applicants. We will ensure that our recruitment, employment, and business practices are free from discrimination and meet the standards set out by the **Equality Act 2010**.

Our policy covers discrimination based on any of the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Additionally, we will not tolerate discrimination based on trade union membership or non-membership.

All employees are expected to comply with this policy, and regular diversity training will be provided to ensure ongoing commitment.

3. Unlawful Discrimination

Unlawful discrimination occurs when an individual is treated unfairly due to a protected characteristic. At Future Garments Ltd t/a Eurox, we aim to eliminate any form of direct or indirect discrimination within our operations.

3.1 Direct Discrimination

Direct discrimination happens when an individual is treated less favourably because of a protected characteristic. This includes scenarios where assumptions are made, or when an individual is discriminated against due to their association with someone who has a protected characteristic.

3.2 Indirect Discrimination

Indirect discrimination occurs when a provision, criterion, or practice (PCP) places individuals with a protected characteristic at a disadvantage. This is considered unlawful unless there is a legitimate business justification.



4. Harassment and Bullying

Harassment is defined as any unwanted behaviour related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, or offensive environment.

Bullying is also prohibited under this policy.

Examples of prohibited harassment include:

- Derogatory jokes or comments
- Unwanted sexual advances
- Display of offensive images
- Physical assault or unwanted contact

Future Garments Ltd t/a Eurox has a zero-tolerance policy towards harassment and bullying, and anyone found responsible will face disciplinary action, up to and including dismissal.

5. Victimisation

Victimisation occurs when an individual is treated unfairly for raising a complaint or supporting a complaint of discrimination. Future Garments Ltd t/a Eurox will protect employees and contractors from retaliation in these circumstances.

6. Disability and Reasonable Adjustments

Future Garments Ltd t/a Eurox is committed to supporting individuals with disabilities. Reasonable adjustments will be made to ensure that employees, contractors, and applicants are not disadvantaged due to their disability.

Reasonable adjustments may include:

- Modifying interview and assessment processes
- Adjusting workspaces for accessibility
- Providing specialised equipment or support

Where reasonable adjustments are not feasible, alternatives will be considered to ensure inclusive practices.

7. Age Discrimination

Under the Equality Act 2010, it is unlawful to discriminate on the basis of age. Future Garments Ltd t/a Eurox will ensure that no age restrictions are applied in job advertisements and will recruit and retain employees based on their skills, experience, and suitability for the role, regardless of age.

8. Part-time Workers

Part-time employees and contractors at Future Garments Ltd t/a Eurox will be treated fairly and equally in comparison to their full-time counterparts. This includes fair access to:

- Pay and benefits
- Training and development opportunities
- Promotion prospects
- Redundancy procedures



Any differences in treatment will be based solely on working hours, ensuring proportional access to all rights and benefits.

9. Gender Identity and Reassignment

Future Garments Ltd t/a Eurox supports any employee or contractor who is undergoing, has undergone, or is planning to undergo gender reassignment. We are committed to protecting individuals from discrimination or harassment based on their gender identity.

Where gender reassignment creates specific challenges in a role, we will work with the individual to explore suitable alternative arrangements.

10. Inclusive Recruitment Practices

Future Garments Ltd t/a Eurox will ensure that our recruitment processes are inclusive and attract candidates from diverse backgrounds. This includes:

- Advertising roles across diverse media platforms
- Using non-discriminatory language in job postings
- Ensuring interview and selection processes are fair and accessible

We will monitor our recruitment efforts to ensure they align with our diversity and inclusion objectives.

11. Neurodiversity and Mental Health

We recognise and value neurodiversity and the importance of mental health in the workplace. Future Garments Ltd t/a Eurox will provide support and make reasonable adjustments for employees and contractors with mental health conditions or neurodiversity needs, ensuring they are not disadvantaged in their role.

12. Flexible Working for Diverse Needs

Future Garments Ltd t/a Eurox acknowledges that flexible working arrangements are essential to support employees' diverse needs. We will accommodate requests for flexible working where possible, ensuring that individuals can balance their professional and personal responsibilities.

13. Training and Development

To support a diverse and inclusive work environment, Future Garments Ltd t/a Eurox will provide ongoing diversity, equality, and inclusion training to all staff. This training will cover:

- Legal requirements under the Equality Act 2010
- Unconscious bias and inclusive leadership
- Creating a positive and inclusive work environment

14. Monitoring and Accountability

Future Garments Ltd t/a Eurox will regularly review and monitor our diversity and inclusion practices to ensure they remain effective and compliant with current legislation. We will:

- Collect and analyse diversity data



- Review recruitment and progression statistics
- Assess the impact of our policies on diverse groups

Employees and contractors are encouraged to provide feedback on the policy and report any concerns.

15. Communicating this Policy

This policy will be communicated to all employees, contractors, and applicants during the onboarding process and will be made available on the company's internal platforms. Future Garments Ltd t/a Eurox will review this policy annually to ensure it remains up to date and reflective of best practices.

Signed



Kuldip Palak
Managing Director
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30/09/2024



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