



Equality, Diversity and Inclusion Policy

The Drury Tea & Coffee Company is committed to creating a culture of support and inclusivity amongst the entirety of the workforce. Our aim is to promote and maintain an ethos of encouraging diversity and eliminating discrimination in the workplace. Each employee is to be respected and valued; our organisation is to be representative of all sections of society.

This policy is in place to reinforce our commitment to providing equality and fairness. Less favourable facilities will not be provided on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of the menopause, or trade union activity. This is applicable to all employees: full-time, part-time, or temporary. The selection of candidates for employment and promotion in Drury Tea & Coffee is always based on ability and aptitude.

The commitments of Drury Tea & Coffee include:

- creating an environment in which the individual differences and contributions from all team members are recognised and valued;
- creating an environment in which the dignity and respect of every employee is promoted;
- an intolerance towards intimidation, bullying or harassment of any kind, with appropriate disciplinary procedures in place for those that breach this policy;
- promoting equity within the workplace;
- creating a safe atmosphere in which employees feel that they can raise concerns regarding discrimination and lack of inclusivity;
- encouraging employees to treat everyone in line with this policy;
- reviewing and maintaining employment practises and procedures so that fairness and inclusivity is upheld.

The employees of Drury Tea & Coffee are informed that an equality and diversity policy is in place. It is encouraged that every employee complies with its requirements and promotes the same sentiments detailed within the policy.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Sandi Bagri
29th November 2022