

Diversity, Equity and Inclusion Policy

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Purpose

Exponential-e Group (the Company) is committed to providing equal and equitable opportunities in employment and treating all employees with respect and dignity. The Company respects and values the diversity of its staff, striving to maintain an environment where there is opportunity for everyone to feel valued, their talents to be utilised and for both personal and organisational aspirations to be met. Every employee plays a vital role in helping to create an inclusive working environment by understanding and harnessing difference in a positive way.

Scope

The Diversity, Equity and Inclusion Policy covers all members of the Exponential-e group including Vysion, Exponential-e and Xpertex.

Roles and Responsibilities

All employees are responsible for ensuring respect, inclusion and safety amongst their colleagues.



What the Law says:

It is unlawful to discriminate directly or indirectly in recruitment or employment on grounds of age, disability, sex, gender reassignment, pregnancy, maternity / paternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as protected characteristics. There are also invisible characteristics such as socio-economic status, education, caring responsibilities and neurodiversity which we do not tolerate any discrimination against.

It is unlawful to directly discriminate or harass an individual based on the perception that they have a protected characteristic or because they associate with another individual who has a protected characteristic.

It is unlawful to fail to make reasonable adjustments to overcome barriers to employment caused by disability.

It is unlawful to subject an individual to detrimental treatment because they have made or supported a complaint or grievance, or because they are suspected of doing so, or about to do so.

It is also unlawful to discriminate directly or indirectly or harass customers or clients because of their protected characteristics in the provision of goods and services.

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Equity focuses on the fact that we did not all start from the same level playing field and we do not all have access to the same resources. We need to put support mechanisms in place for those who need support for us to provide more just outcomes. This in turn will make environments more inclusive.

Inclusivity is a feeling and an emotion; you feel valued and empowered as part of a team and feel a genuine sense of belonging. Environments can be diverse without being inclusive.

Definitions under the Equality Act 2010

Direct discrimination: Treating someone less favourably because of the protected characteristic compared to someone who does not have the characteristic. For example, choosing not to recruit someone because they have a disability, and you think they “wouldn’t fit in” to the team.

Indirect discrimination: Where a policy, procedure, or way of working that applies to everyone put people with a particular protected characteristic at a disadvantage, compared with people who do not have that characteristic, unless there is a good reason to justify it. An example is telling employee that they must use the stairs to reach the upper floors. Although applied to everyone, this request would adversely affect those with disabilities in relation to their mobility.

Associated discrimination: Treating someone less favourably because they are associated with someone who has a protected characteristic, for example because their partner is transgender.

Discrimination by perception: Treating someone unfavourably because you perceive them to have a protected characteristic even if they do not. For example, choosing not to promote someone because you mistakenly perceive them to be gay.

Harassment and sexual harassment

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of:

- Violating someone else’s dignity;
- Creating intimidating, hostile, degrading, humiliating or offensive environment for someone else.



Sexual harassment is:

- Conduct of a sexual nature that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment; and
- Less favourable treatment related to sex or gender reassignment that occurs because of rejection of, or submission to, sexual conduct.

Victimisation: Treating another person detrimentally either because that person has made a complaint of discrimination or harassment, or because they have supported someone else who has made such a complaint, for example, by giving a witness statement that supports the allegations.

Bullying: This can be regarded as conduct that is offensive, intimidating, malicious, insulting, or an abuse or misuse of power, and usually persistent, that has the effect of undermining, humiliating or injuring the recipient. Bullying can be physical, verbal or non-verbal. It is not necessarily face to face and can be done by email, phone calls, online or on social media. Bullying may occur inside or outside work, for example at a work-related event.

Our responsibilities

The Company will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for redundancy. Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Any decisions concerning employment, promotion and training will be based on objective, job-related criteria and merit. Disability and personal or home commitments will not form the basis of employment decisions except where reasonable and permissible within anti-discrimination law.

The Company will comply with its obligations in relation to statutory requests for contract variations and will make all reasonable adjustments to our standard working practices to overcome barriers due to disability. When considering requests for variations to our standard working practices we will consider whether they have the potential to indirectly discriminate and will only refuse this kind of request if we have good reason that is unrelated to any prohibited grounds of discrimination.

The Company will monitor the ethnic, gender and age composition of the existing workforce and the number of people with disabilities within these groups and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

Ongoing training will be provided to reinforce awareness of inappropriate behaviour, ensure all employees understand how to report acts of harassment and foster a culture of respect and accountability.

The Company has a strict zero-tolerance policy for discrimination, bullying and harassment. If an employee is found to have violated this, consequences may include disciplinary action, up to and including termination of employment.

Your responsibilities

Everyone should assist the Company in meeting its commitment to provide equal opportunities in employment and avoid unlawful discrimination. Employees can be held personally liable as well as, or instead of, the Company for any act of unlawful discrimination. Acts of discrimination, harassment or victimisation against others are disciplinary offences and will be dealt with under our discipline and appeals procedure. Such acts may constitute gross misconduct and could lead to your summary dismissal.

If you consider that you may have been unlawfully discriminated against, you may use the Company's grievance procedure to make a complaint. The Company will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.



References

Title:	Equality Act 2010
Source:	GOV.UK
URL:	Equality Act 2010: guidance - GOV.UK (www.gov.uk)

Document Control Information

Version	Date	Description
1.0	21/06/2023	Created a new Diversity, Equity and Inclusion Policy based on Version 1.7 Equal Opportunities and Diversity Policy
2.0	24/06/2024	Annual updates.
2.1	27/03/2025	Changes to current legislation,

Signed on behalf of Vysiion Ltd.:

Peter Clapton, CEO Vysiion
Date: 24th April 2025