

EQUALITY, DIVERSITY, AND INCLUSION POLICY

1ST April 2024

Kukri are committed to a policy of eliminating unlawful discrimination and providing a diverse and inclusive working environment where everyone is treated equally. Our aim is for our workforce to be truly representative of all sections of society and of our customers, and for each employee to be treated with respect and dignity, allowing them to fulfil their potential.

Kukri, in providing sportswear and associated services, is similarly committed to ensuring all members of the public are not unlawfully discriminated against.

Definitions

Equality –all people have the same rights and equal opportunities and are protected from discrimination on the grounds of the characteristics as defined by The Equality Act 2010:

Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation.

Diversity –inclusion of people from diverse backgrounds, understanding that everyone is unique and embracing peoples’ different beliefs, abilities, backgrounds, values, identities etc.

Inclusion – everyone feels welcome and valued within the workplace.

Our Policy’s Purpose

The purpose of this policy is to:

1. Provide equality, fairness, and respect in all of our employment, whether temporary, part-time, or full-time.
2. Ensure compliance with The Equality Act 2010.
3. Oppose and avoid all forms of unlawful discrimination in respect of:
 - pay and benefits.
 - terms and conditions of employment.
 - dealing with grievances and disciplinary matters.
 - Dismissal.
 - Redundancy.
 - leave for parents.
 - requests for flexible working.
 - selection for employment, promotion, training, or other developmental opportunities.

Our commitments

- Promote equality, diversity, and inclusion in the workplace.
- Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - o This commitment includes training managers and all other employees about their rights and responsibilities under the Equality, Diversity, and Inclusion policy.
- Ensure staff conduct themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.
 - o All staff, through training, should understand they, as well as Kukri, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
 - o Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
 - o Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Make decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

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- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion.

- o Monitoring will also include assessing how the Equality, Diversity and Inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Our Disciplinary and Grievance procedures

Details of Kukri's grievance and disciplinary policies are available on request and include with whom an employee should raise a grievance – but most usually their line manager.

Use of Kukri's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

This policy has been approved by the board for the financial year to the end of January 2025 and will be reviewed annually.



Andrew Ronnie
Group Chief Executive Officer