HSEQ-027 – Equality, Diversity and Inclusion Statement

Policy No	HSEQ-027	**Issue / Date**	Issue 2 – October 2026
Policy Owner	Mohammad (Mo) Akbari – Managing Director	**Next Review**	October 2027

1. Our Commitment

UK Line Ltd recognises that our success depends on recruiting and keeping good people and helping them reach their full potential. We believe diversity is an asset. People of different ages, backgrounds, genders, cultures, experiences and abilities help us understand and serve our clients and communities, and meet our business objectives.

We want a truly inclusive organisation where everyone is treated with dignity and respect, feels they belong, and can be themselves at work. Mutual respect creates a culture of co-operation and achievement that underpins the quality of service we provide. This statement sits alongside HSEQ-021 Equal Opportunities, Diversity and Inclusion Policy, which sets out our detailed arrangements.

2. Statement of Intent

- UK Line does not discriminate on the basis of any protected characteristic under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex, and sexual orientation.
- This statement applies to how our employees and workers treat visitors, clients, customers, suppliers and members of the public, and to how those third parties treat our people. UK Line will take all reasonable steps to protect its workers from harassment by third parties.
- We will manage any diversity issues fairly and sensitively, and make reasonable adjustments where needed.
- Everyone has a duty to act in line with this statement and to treat others with dignity at all times.
- UK Line will not tolerate discriminatory practices or behaviour.

3. Bullying and Harassment

UK Line aims to build a culture free from bullying and harassment. Everyone should treat others with the respect and dignity they would expect for themselves. Bullying and harassment in any form will not be tolerated, and will be dealt with under the UK Line disciplinary procedure. Serious cases may be treated as gross misconduct, leading to summary dismissal or termination of contract or engagement. Concerns can be raised with any manager or Director, or under HSEQ-017 or the Whistleblowing Policy (HSEQ-028).

4. Review

This statement does not form part of any contract of employment and may be amended at any time. It is reviewed at least annually.

5. Relevant Legislation and Standards

- Equality Act 2010
- Employment Rights Act 2025 – third-party harassment (from 30 October 2026)
- ACAS guidance on bullying and harassment at work

6. Approval

Signed		**Name**	**Mohammad (Mo) Akbari**

Position	Managing Director	**Date**	23 October 2026

Revision History			
Issue	**Date**	**Details of Change**	**Approved By**
1	17 August 2026	Previous issue.	Mohammad Akbari
2	October 2026	Reference to another company's disciplinary procedure ('Kier's') corrected to UK Line; protected characteristics listed correctly; third-party harassment duty and links to HSEQ-017, HSEQ-021 and HSEQ-028 added; formatting artefacts removed.	Mohammad Akbari