

Equality, Diversity & Inclusion Policy

CubeX Industries Ltd - Corporate Policy

CubeX Industries Ltd is committed to fair treatment, equal opportunity, dignity and respect. We value a workplace in which people are judged on merit, capability and conduct, and where unlawful discrimination, harassment and victimisation are not tolerated.

Our principles

- Employment decisions, including recruitment, pay, training, promotion, allocation of work and termination, will be made fairly and without unlawful discrimination.
- We will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Reasonable adjustments will be considered for disabled applicants and workers where required by law.
- Bullying, harassment, sexual harassment, victimisation and retaliation for raising a genuine equality concern are unacceptable.
- Employees are expected to treat colleagues, clients, suppliers, contractors and visitors with dignity and respect.
- Complaints will be taken seriously, handled sensitively and investigated fairly, with confidentiality maintained as far as reasonably possible.

Recruitment and development

- Job requirements will be based on genuine role needs and objective criteria.
- Recruitment questions and selection methods will be designed to avoid unlawful discrimination and inappropriate enquiries about protected characteristics.
- Training and development opportunities will be made available on a fair basis, taking account of business and individual needs.

Legal framework

- This policy reflects the Equality Act 2010 and associated UK employment law. The Act protects people against unlawful discrimination in employment and other areas and recognises nine protected characteristics.
- Nothing in this policy prevents lawful positive action where permitted by the Equality Act 2010.

Approval

Approved by: Managing Director / Board-authorised representative Date: 9 September 2026

Policy owner: CubeX Industries Ltd management Review: at least annually or after material legal/operational change