

# PERSES

## Equality and Diversity Policy

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I believe the business case for diversity is very clear. Broadly, for us, diversity is about improving performance for the benefit of all by capturing the value that difference and variety can offer, for example, via better innovation and creativity.

More specifically, it is all our interests as a sustainable industry to recruit and empower the most talented people, which means recruiting on merit alone and encouraging interest in us for more diverse sources; understand the requirements of our public sector clients and their duty to promote equality and inclusion and help them to meet these; Respect and understand the needs of diverse users of the networks and highways to deliver better services; select the most able of suppliers, which means selecting on merit alone and encouraging interest from more diverse sources.

None of our clients, Public, suppliers, candidates or trainees will receive less favourable treatment on the grounds of gender, ethnicity, disability, sexual orientation, religion or age, or be disadvantaged by any other condition or requirement that is not relevant to the relationship or transaction in question. The effectiveness of our company will only be improved by valuing diversity through promoting equality and inclusion. Perses will endeavour to adhere to procedures specified within the City & Guilds document 'Access to Assessment' in respect of specific individual disabilities.

The achievement of our equality and diversity objectives relies on the personal commitment of all who attend our deliveries and assessments. To ensure that all who attend our deliveries and/or assessments, appropriate inductions will be delivered to all so as to ensure compliance at all times and at all levels. Direct or indirect discrimination, including harassment or victimisation, will not be tolerated. Deliberate failure to observe the requirements of this policy will be subject to disciplinary action through our company's disciplinary procedure.

As Director of Perses, I recognise our duty to ensure this policy is adhered to by all Perses Staff, Representatives and Candidates associated with the activities of our company and the service it provides. Any person who believes they have been unfairly treated by whatever means will be entitled to raise the matter through the appeals/complaints procedure.

On behalf of Perses



Signed:

Date: 28<sup>th</sup> of January 2026

Mr Stephen McCann – Managing Director