

## Equality and Diversity Policy

MIX&VEND is a London-based company that specialises in the provision of vending machines for hire and sale, as well as stocking and maintenance services. We are committed to fostering an inclusive and diverse work environment where all individuals are treated with respect, dignity, and fairness. This Equality and Diversity Policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our business operations.

### Organisational Structure and Scope:

This policy applies to all employees, contractors, clients, suppliers, and stakeholders associated with MIX&VEND. We value diversity and believe that it enriches our work environment, stimulates innovation, and enhances our ability to serve a diverse customer base.

### Equal Opportunities:

We are committed to providing equal opportunities for all individuals, regardless of their race, ethnicity, gender, age, disability, sexual orientation, religion, or any other protected characteristic under applicable laws. Recruitment, selection, training, promotion, and other employment-related decisions will be based on merit, qualifications, and abilities.

### Inclusive Workplace Culture:

We strive to create an inclusive workplace culture where every individual feels valued, respected, and supported. We are committed to maintaining an environment that is free from discrimination, harassment, bullying, or any other form of unfair treatment. We encourage open dialogue, collaboration, and mutual respect among employees at all levels of the organisation.

### Elimination of Discrimination:

Discrimination in any form, including direct and indirect discrimination, will not be tolerated. We prohibit discriminatory practices, policies, or behaviours that marginalise or disadvantage individuals based on their protected characteristics. We encourage employees to report any incidents of discrimination, and we will promptly and impartially address such reports.

### Accessibility and Reasonable Accommodation:

We strive to ensure that our premises, facilities, and services are accessible to all individuals, including those with disabilities. We are committed to making reasonable accommodations to enable employees and customers with disabilities to fully participate in our operations, subject to legal requirements.

### Training and Development:

We provide training and development opportunities to enhance awareness and understanding of equality, diversity, and inclusion among our employees. We promote diversity awareness, challenge biases, and foster inclusive behaviours. We encourage employees to actively engage in diversity and inclusion initiatives and continuous learning.

#### Supplier Diversity:

We recognize the importance of supplier diversity and are committed to engaging suppliers who share our values of equality and diversity. We encourage the inclusion of diverse suppliers, including those from minority-owned enterprises and underrepresented groups, in our supply chain.

#### Monitoring and Reporting:

We regularly monitor and review our equality and diversity practices to ensure compliance with applicable laws and regulations. We collect and analyse relevant data to measure our progress, identify areas for improvement, and address any disparities or barriers that may exist. We encourage employees and stakeholders to report any concerns or suggestions related to equality and diversity.

#### Continuous Improvement:

We are dedicated to continuously improving our equality and diversity initiatives. We listen to feedback, conduct surveys, and engage in dialogue with employees, clients, and stakeholders to better understand their experiences and perspectives. We use this information to implement changes, policies, and practices that foster an inclusive and diverse work environment.

Through this Equality and Diversity Policy, we are committed to promoting equal opportunities, fostering an inclusive work culture, eliminating discrimination, and continuously improving our diversity initiatives. By embracing and celebrating the unique backgrounds and perspectives of our employees and stakeholders, we believe we can create a stronger, more innovative organisation.

If you have any further questions or concerns regarding this equality and diversity policy, please do not hesitate to contact us via webform at [www.mixandvend.co.uk](http://www.mixandvend.co.uk).

