

“FREEWAY MEDICAL” Trading name of Chromis UK limited

Freeway Medical Equality & Diversity Policy Statement – OVERVIEW & PLAN

Last Revised: 18.12.23



Policy Foreword

Freeway Medical (a trading name of Chromis UK limited) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that all staff, clients and visitors feel respected and enjoy being in a comfortable environment.

Therefore, the purpose of this policy is to ensure fairness and not to discriminate on grounds of gender, race, age, religion or belief, disability or sexual orientation. We oppose all forms of illegal and unfair discrimination. Recruitment, training and promotion will be based on aptitude and ability and all employees will be encouraged to develop their full potential to maximise the efficiency of the organisation. Efforts will be made to ensure the workforce reflects the social background of the local population

Our Commitment

- To create an environment in which individual differences and contributions of all staff are recognised and valued
- To advise all staff on their responsibilities with regard to equality
- Every stakeholder in the enterprise is entitled to respect and dignity
- No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- We will regularly review all our policies and procedures to ensure fairness and act on the results of equality monitoring
- Breaches of the policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by senior management, and forms an integral part of the business strategy

Freeway Medical (a trading name of Chromis UK limited is committed to providing equality for all, encouraging mutual respect, and promoting the benefits of diversity. No worker, colleague or client will be discriminated against on grounds of their gender, disability, race, age, sexual orientation, religion or belief.

We strive to provide a working environment which is free from discrimination, harassment and bullying, so that everyone involved (staff, clients and visitors) can operate in a consistently fair and relaxed atmosphere.

For additional information please ask for our Equality Action Plan & dignity at work Policy

Dealing with Discrimination

We perceive bullying, harassment and victimisation of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behavior will be investigated, and ultimately disciplined, in accordance with the “Dignity at work policy”

Responsibility

The Freeway Medical Management board has overall responsibility for ensuring that we operate within a framework of equality of opportunity.

The Managing Director and members of the Management Executive Group (MEG) have overall management responsibility, delegated to all managers throughout the company to staff and have a duty to support and uphold the principles of our equality and diversity policy and its supporting policies.

Implementation

The Freeway Medical Management board appoints the Diversity team to oversee the development and execution of equality and diversity directives.

All Management structures of the company have a responsibility to equality and diversity. We expect that, where applicable, Equality Impact Assessments will be conducted, while equality objectives are integrated into all work plans.

Our Diversity Team will also coordinate and maintain the Equality Plan, which defines how we will meet our equality business objectives.

Neurodiversity

We champion people with neurodiversity, a concept where neurological differences such as autism, attention deficit hyperactivity, and dyslexia are respected and valued like any other human variation.

Chormis Group through support of our ELAS network we have gained a pioneering Neurodiversity Network has three objectives.

First, to improve awareness and inclusion for existing neurodiverse staff.

Two, to enable the potential to recruit neurodiverse staff.

And three, to identify support resources and create networks for employees with neurodiversity in the family.

Initiatives are already in place to support these neurodiversity goals, including the development of formal programmes, advising on workplace accommodations, and adjusting cultural acceptance.

Accessibility

Chromis is committed to creating accessible technologies and products that enhance the overall workplace environment and contribute to the productivity of our employees, our customers, and our customers' customers.

We recognise the need for our products, and our customers' and partners' products built with our tools, to be usable by the disabled community. The Chromis's Accessibility Program Office is responsible for defining the corporate standards for accessibility and developing materials to train all employees so that they can successfully create products that meet those standards.

Tackling Workforce Inequality

- ***Mandatory unconscious bias training***

Last year, Chromis group though help offered via our online ELAS tool introduced, mandatory unconscious bias training for all employees. The course now forms part of the annual mandatory global compliance training programme and for employees and all new hires joining our group of companies.

- ***Chromis Cultural Harmony Network***

Chromis' Cultural Harmony Network (CHN) focuses on embracing full inclusivity and belonging within Chromis's progressive modern workplace. Born from the BAME (Black Asian Minority Ethnic) initiative, the Network strives to deliver education, such as via the 'Let's Talk about Race' workshops and as 'The Black Lives Matter, Racial Disparity in the UK' webinar. The network aims to raise awareness and share best practices on improving wider representations amongst ethnic minority employees.

- ***Reverse Mentoring Programme***

Chromis UK is in the processes developing a Reverse Mentoring Programme where senior leaders are mentored by employees from our BAME demographic to better learn the lived experiences. This will better shape decisions made at a senior level from career progression, recruitment, and training.

- ***Modern slavery policy***


Chormis UK is fully committed to a work environment and supply chain that is free from human trafficking and slavery. Chromis will not tolerate or condone human trafficking or

slavery in any part of our global organisation. It is for this reason, that the measures outlined in the Chormis Statement against Modern Slavery (PDF) have been adopted.

The measures described in this Chromis Statement are consistent with our core values to protect and advance human dignity and human rights in our global business practices and supply chains.

Review

The above policy and procedure will be continuously reviewed and updated to take account of the changing status of the social value chain and our practices.

Signed:	
Date:	<u>18.12.21</u>
Policy review date:	<u>17.12.22</u>