

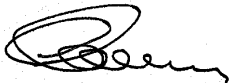
Emerson Crane Hire celebrates the diverse cultures, communities and environments that make up our society and the multitude of dimensions which characterise our diversity - including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Emerson Crane Hire believes

- That all people have a right to participate in decisions that affect their lives.
- That we support and encourage all people to play an active part in their community, both individually and collectively.
- That priority should be given to working with people and communities whose full participation in society is limited by disadvantage. We currently work with an employer engagement specialist provider that works within the welfare to work sector, which specialises in helping unemployed job seekers obtain employer-lead skills and job opportunities.
- That we will take positive action to challenge disadvantage and discrimination and to promote diversity and full access to opportunity in all areas of its work
- That we will provide full access to opportunities through all its activities and programs.
- That we will challenge practices, legislation and institutions that deny the rights of individuals or groups experiencing disadvantage and discrimination.
- That we have a positive and inclusive workplace culture and environment with a workforce that broadly reflects the area in which it operates. All employees are interviewed using a score based matrix and are encouraged to complete a confidential equal opportunity monitoring questionnaire.
- That we share its experiences and promote good practice in the area of equality and diversity with all employees.
- That we will identify and find ways of tackling new and emerging problems affecting groups facing discrimination.

This is extended to the learning experience and outcomes of those enrolled on any course that we offer.

Signed



Liam Clancy
Managing Director

18 September 2023