



## Equality Opportunities and Diversity Statement

It is our aim to eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act and to advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Coombs and Partners fosters good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are age; disability; gender reassignment; marriage and civil partnership – only in respect of eliminating unlawful discrimination; pregnancy and maternity; race; religion or belief; sex (gender); sexual orientation.

There are other factors which affect people's lives. Examples of these are income, education and occupation. We will work to deliver the best possible outcomes for all our staff.

We aim to embed equalities thinking into all that we do; publication of our equality objectives should provide people with a good understanding of the actions which we are undertaking to improve life for people with protected characteristics.

Our four priority areas are:

- Protecting and supporting vulnerable people.
- Supporting economic growth and employment.
- Improving accessibility for all to equal opportunities for our stakeholders.
- Managing our environment and promoting environmental sustainability.

We keep our objectives under regular review and if we identify an appropriate opportunity to change or improve, we will do so.

A handwritten signature in black ink, appearing to read "RJ Barwick".

RJ Barwick, Managing Director

01 March 2024