



Equal Opportunities Policy

All new employees are made aware of our policy and given a copy to keep when starting with the company. Our managing director will also run through the policy with them on their induction at Pinfold Promotions Ltd.

It is also important for employees, when carrying out work for clients on their premises to make themselves aware of the client's Equal Opportunity and Diversity policy, and who is responsible at the client's site for this policy.

Pinfold Promotions Limited policy on Equal Opportunities and Diversity recognises that today's working environment in the UK means that we work in a multi cultured environment and as such we support all of our colleagues' opinions and are determined to keep an open mind.

Pinfold Promotions Limited recognises that it is unlawful to discriminate on the grounds of:

- Sex, including pregnancy and maternity
- Marital status, including civil partnership status
- Gender
- Gender re-assignment
- A person's disability
- Race
- Age
- Sexual orientation
- Nationality
- Ethnic origin
- Religious beliefs
- Trade union membership or non membership
- Full or part time worker

Pinfold Promotions Limited will ensure that companies in our supply chain have equal opportunity and diversity policies, and where possible we will endeavour to have a diverse range of supplier companies.

We comply with the Human Rights Act of 1998, and with the code of practice and guidance issued by the Equality and Human Rights Act Commission.

Pinfold Promotions Limited does not differentiate between men and women in regards to pay, and all our employees are treated equally in this respect.

We do not discriminate on the grounds of age, and consider all requests to work beyond the age of 70.

We note that under the Disability Discrimination Act 1995, we must treat an employee or job applicant fairly on the grounds of their disability.



Pinfold Promotions support flexible working for its staff.

Pinfold Promotions is an accredited member of the

This policy is reviewed annually.

Our Equal Opportunities and Diversity policy advisor is Kerry Adcock.

Pinfold Promotions Limited is an accredited member of the BPMA

This policy is updated annually – April 2025

Kerry Adcock

