

Equality, Diversity and Inclusion Policy

A fair-work commitment covering recruitment, work allocation, development, suppliers, reasonable adjustments and protection from discrimination, harassment and victimisation.

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OWNER	Managing Director
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NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN is committed to a working environment in which people are treated with dignity, fairness and respect. Decisions are based on legitimate role, competence, security, safety and business requirements, not unlawful bias.

2. Scope

This policy applies to directors, applicants, future employees, workers, contractors, consultants, agency staff, visitors and people dealing with RCDEN. It covers recruitment, vetting, induction, allocation of work, pay, training, performance, promotion, discipline, termination, procurement and day-to-day conduct.

3. Protected characteristics and prohibited conduct

RCDEN will not tolerate unlawful direct or indirect discrimination, harassment or victimisation relating to age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. Protection also applies where the law covers association or perception.

4. Our commitments

- Use clear, role-related criteria and proportionate evidence for recruitment and work allocation.
- Make reasonable adjustments for disabled applicants and workers where required and practicable.
- Keep security-clearance, nationality, export-control or site-access restrictions specific, lawful, documented and no wider than necessary.
- Provide equal access to information, training, development and progression according to role and business need.
- Prevent bullying, sexual harassment and other unwanted conduct, including in online, customer, field and social settings connected with work.
- Challenge stereotyped assumptions and consider whether tools, data or automated decisions could introduce unfair bias.
- Expect suppliers and subcontractors to uphold equivalent lawful standards.
- Handle personal equality information lawfully, confidentially and only where there is a defined need.

5. Raising and resolving concerns

A person who experiences or witnesses inappropriate conduct should raise it as soon as practicable with the Managing Director at anthony@rcden.co.uk, or use a relevant customer or external route. Concerns are assessed fairly, investigated proportionately and protected from retaliation.

SECURITY AND EQUALITY Defence work may lawfully require specific clearance, nationality, export-control or access conditions. RCDEN applies only the restriction actually required and does not use security as a blanket reason for unequal treatment.

6. Responsibilities and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- [GOV.UK - Equality Act 2010 guidance](#)
- [ACAS - Discrimination and the law](#)
- [Cabinet Office - Supplier Code of Conduct](#)

Document control

VERSION	DATE	APPROVED BY	CHANGE
1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

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