

MM-EYE LTD – DIVERSITY, EQUITY & INCLUSION (DEI) POLICY

1. PURPOSE

At MM-Eye Ltd, we believe that diversity, equity and inclusion (DEI) are essential to a healthy, innovative and sustainable organisation. We are committed to fostering an inclusive workplace where all individuals feel respected, supported and empowered to contribute fully, regardless of background, identity or circumstances.

This policy sets out our commitment to equality of opportunity, fair treatment and an inclusive culture across all areas of our business.

2. OUR COMMITMENT

MM-Eye Ltd is an equal opportunities employer. We are committed to ensuring that no individual is treated less favourably or unlawfully discriminated against.

We do not tolerate discrimination, harassment or victimisation on the basis of any protected characteristic under the **Equality Act 2010**, including but not limited to:

- Age
- Disability (including physical, mental and neurodiverse conditions)
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In addition, MM-Eye Ltd recognises and respects wider characteristics and circumstances, including caring responsibilities, socio-economic background and veteran status.

3. WHAT WE COMMIT TO

We are committed to:

- Building a diverse workforce that reflects the communities, participants and clients we serve
- Promoting equity by identifying and removing barriers to opportunity and progression

- Creating an inclusive environment where everyone feels they belong and can thrive
- Ensuring fairness and consistency in recruitment, pay, development, promotion and performance management
- Acting promptly, fairly and sensitively on any concerns relating to discrimination, harassment or exclusion

4. SCOPE

This policy applies to:

- All employees and directors of MM-Eye Ltd
- Contractors, consultants and agency workers
- Anyone acting on behalf of MM-Eye Ltd

It covers all stages of the employment lifecycle, including recruitment, onboarding, training, development, promotion, pay and benefits, flexible working arrangements and exit processes.

5. OUR APPROACH

INCLUSIVE CULTURE

We promote a culture of respect, openness and continuous learning. Behaviour that is discriminatory, harassing or exclusionary is not acceptable and may result in disciplinary action.

FAIR AND INCLUSIVE RECRUITMENT

We aim to make recruitment processes accessible and inclusive by:

- Using objective, role-related criteria
- Reducing bias in decision-making
- Providing reasonable adjustments where required

DEVELOPMENT AND PROGRESSION

We support equitable access to training, mentoring and career development opportunities to enable all employees to reach their potential.

FLEXIBLE WORKING

We recognise the importance of flexible working in supporting diverse needs and will consider flexible working requests in line with business needs and statutory rights.

6. ROLES AND ACCOUNTABILITY

- The **Board of Directors** has overall responsibility for ensuring this policy is implemented and effective.
- Managers are responsible for promoting inclusive practices within their teams.
- All employees are responsible for upholding the values set out in this policy.

Concerns can be raised with a Director or via the Grievance or Whistleblowing Procedures. All concerns will be handled confidentially, fairly and sensitively.

7. REVIEW AND CONTINUOUS IMPROVEMENT

This policy will be reviewed annually by the Board of Directors to ensure it remains compliant with legal requirements, reflects best practice and incorporates feedback from our people.

MM-Eye Ltd is committed to continuous improvement in our DEI approach, learning from experience and adapting to evolving needs.

This policy supports MM-Eye Ltd's Code of Ethics, Modern Slavery Policy and broader people and sustainability commitments.