



Hel's Angels **Equality and Diversity Policy**

The Company is committed to being a successful, caring and welcoming place for all Angels. We want to create a supportive and inclusive environment without prejudice and discrimination. We are committed to a culture where respect and understanding is encouraged and the diversity of people's backgrounds and circumstances will be valued.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All Angels are covered by this policy and it applies to all areas of employment including recruitment, selection, training and career development.

The policy aims to achieve equality and to ensure that no applicant or Angel receives less favourable treatment by removing any potential unfair discrimination in the way that our Angels are treated including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races and nationalities
- people on the grounds of their gender
- those of faith and of no faith
- in relation to their age
- in relation to their social class or medical condition
- people who work part-time
- those who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding.

This policy applies to how Angels treat fellow Angels, employees, visitors, suppliers and former Angels.

The Company is committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

The personal commitment of every Angel to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

All Angels or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect.



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We work with a variety of different clients and are asked to provide Angels to a diverse range of events. Not every assignment will be right for all of our Angels as our clients sometimes ask for specific skills, abilities, experience and qualities that align with their brand or a specific promotion. When we advertise an assignment the Company will usually include any specific requirements the client has requested.

Training and development opportunities are available to all Angels. All Angels will be helped and encouraged to develop their potential and the talents for the benefit of the individual and the Company.

While specific responsibility for eliminating discrimination and providing equality of opportunity lies with the Directors, managers and supervisors, all Angels have a responsibility to treat others with dignity and respect.

The Company is committed to:

- creating an environment in which individual differences and the contributions of our Angels are recognised and valued
- Angels or self-employed contractors are entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- understanding equality in the workplace is good management practice and makes sound business sense
- reviewing our employment practices and procedures to ensure fairness
- ensuring that all Angels are treated with respect and dignity
- ensuring that all Angels are given equal access to our employment, training and development opportunities
- considering reasonable adjustments for disabled people
- responding swiftly and sensitively to grievances and complaints
- providing support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment
- ensuring that Angels' religion or beliefs and related observances are respected and accommodated wherever possible and
- ensuring that all Angels, have the right to the same contractual pay and benefits for carrying out the same work.