

# Equality, Diversity & Inclusion Policy

## Strategic Data Consultancy Ltd

**Document Ref:** SDC-POL-EDI-001

**Version:** 1.0 – Initial Version

**Date:** 12 April 2026

**Review Date:** 11 April 2027

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### 1. Purpose

This policy sets out Strategic Data Consultancy Ltd's (SDC) commitment to equality, diversity, and inclusion, and to preventing discrimination, harassment, and victimisation in all aspects of its operations.

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### 2. Scope

This policy applies to all individuals working with or on behalf of SDC, including:

- Employees
  - Contractors and subcontractors
  - Consultants and associates
  - Suppliers where relevant
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### 3. Policy Statement

SDC is committed to ensuring that all individuals are treated fairly, with dignity and respect.

Discrimination, harassment, or victimisation on the grounds of the following protected characteristics is not permitted:

- Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy or maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
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### 4. Responsibility

Given the size and structure of the business, overall responsibility for equality, diversity, and inclusion sits with:

**John Sutherns – Director**

All individuals working with or on behalf of SDC are expected to:

- Treat others with respect and fairness
  - Avoid discriminatory or inappropriate behaviour
  - Support an inclusive and professional working environment
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## **5. Raising Concerns**

Any individual who believes they have experienced or witnessed discrimination, harassment, or inappropriate behaviour should raise the matter promptly.

Concerns may be raised:

- Informally, where appropriate
- Directly with the Director
- In accordance with the Whistleblowing Policy (SDC-POL-WB-001)

All concerns will be taken seriously and investigated fairly and without unreasonable delay.

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## **6. Breaches of Policy**

Confirmed breaches of this policy may result in appropriate action, including termination of engagement or disciplinary action where applicable.

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## **7. Monitoring and Review**

This policy will be reviewed annually or in response to:

- Changes in legislation
  - Changes in business operations
  - Identified concerns or incidents
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## **8. Commitment**

SDC is committed to maintaining a working environment that is inclusive, respectful, and free from discrimination, supporting fair and equal opportunities across all areas of its business including within its supply chain and delivery partners.

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**Signed:** 

John Sutherns  
Director