



Equality & Diversity Policy

As Managing Director, I am fully committed to the application of our equality ethos, a fundamental Aspect of our business, by ensuring fair treatment across the business. As a newly emerging company, our focus is the development of a sound foundation in Equality and Diversity. This will be a major cornerstone for the provision of our services, the XANDER RECRUITMENT GROUP LTD employees are the backbone of the company.

In developing this policy, my Senior Management Team (SMT) will focus on the requirement for respect for my workforce at all levels, irrespective of age, disability, medical conditions, race, sex, sexual orientation, marital arrangements, ethnic or national origins, religious beliefs, political views, trade union membership and affiliations or offending background. In all cases human rights and fair labour standards will be applied at every opportunity, removing the potential for harassment, and bullying to achieve expected results.

However, it must be noted, the ability to undertake specific tasks will be based on health, welfare, and business risk. I will fully consider that everyone shall have the opportunity for employment and ongoing promotion based on their personal ability and level of contribution to the company.

This policy shall be disseminated to our contractors, suppliers, and all XANDER RECRUITMENT GROUP LTD Business stakeholders. I will work to ensure the company respects and includes everyone and continues to develop a workforce that reflects the community we serve. As the company develops, we will review the requirement to provide fair and flexible employment policies and practices that respond to the different needs of our people and include them in our development process.

XANDER RECRUITMENT GROUP LTD will implement procedures for reporting incidents of discrimination or harassment and make sure complaints are dealt with fairly and promptly. By compliance and influence of all UK legislation specifically the Equality Act 2010, XANDER RECRUITMENT GROUP LTD will provide training and assistance to help staff to recognise equality issues and understanding of their responsibilities in supporting equality, focusing on improving the XANDER RECRUITMENT GROUP LTD working environments and conditions.

Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

Date: September 2026

Review Date: September 2027