

Equality Diversity Policy

Astrum aims to add value to the business through capitalising on the diverse talents and abilities of all employees. Astrum is committed to equality and diversity, as a basic principle of respect for the individual.

We want a working environment which is free from unfair and unlawful discrimination and harassment. Employees or applicants for employment will not receive different treatment because of personal criteria. This includes a person's race, colour, nationality, religious belief, sex, sexual orientation, marital or family status, age, current or past disability, ethnic or national origin.

Astrum recognises its obligations regarding the legal basis of equality and diversity – the Race Relations Act, The Sex Discrimination Act, The Equal Pay Act, The Disability Discrimination Act, and The Fair Employment (Northern Ireland) Acts. The company also recognises its obligations under European Union Equal Treatment Legislation and Policy.

The company does not advocate positive (reverse) discrimination. The treatment of any individual in employment will be based on ability and merit related to justifiable business requirements.

The company will not tolerate nor condone harassment of employees or any individual. An employee whose actions or behaviour are found to be in violation of our equality and diversity policy standards will be considered as having committed a serious offence and as such will be dealt with through the company's disciplinary procedure.

Signed
Managing
Director



2nd December 2025