

## **Cameleon Group Ltd. Equality Policy**

### **Policy Statement:**

Cameleon Group Ltd. is dedicated to fostering a workplace that promotes equality, diversity, and inclusion (EDI) in all aspects of our operations. We believe that diversity enriches our organization, drives innovation, and contributes to our success. Our commitment to EDI is unwavering, and we strive to create a work environment where all employees are treated with respect and dignity, regardless of their background, identity, or characteristics. This policy outlines our approach to achieving equality within our organization.

### **Objectives:**

The objectives of our Equality Policy at Cameleon Group Ltd. are as follows:

1. **Promotion of Equal Opportunities:** Ensure that all employees, job applicants, clients, contractors, and stakeholders are treated fairly and have equal opportunities regardless of their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
2. **Prevention of Discrimination:** Proactively prevent discrimination, harassment, or victimization of individuals within our organization.
3. **Inclusive Workplace Culture:** Foster an inclusive workplace culture where all individual's contributions and perspectives are valued and respected.
4. **Accessibility and Accommodation:** Provide reasonable accommodations and accessibility measures to support employees with disabilities and diverse needs.
5. **Training and Awareness:** Offer training and awareness programs to ensure that all employees understand their rights, responsibilities, and the importance of EDI.

### **Responsibilities:**

1. **Executive Leadership Team:**
  - The executive leadership team at Cameleon Group Ltd. is responsible for setting the strategic direction of our EDI efforts and ensuring that the necessary resources are allocated.
2. **Line Managers and Supervisors:**
  - Line managers and supervisors play a critical role in implementing our Equality Policy, promoting EDI in their teams, and addressing any concerns promptly.
3. **Employees:**
  - All employees are responsible for respecting and promoting EDI principles in the workplace. This includes treating colleagues, clients, and stakeholders with fairness, respect, and dignity.

### **Implementation:**

To implement this Equality Policy, Cameleon Group Ltd. will:

1. Regularly review and update our HR policies and practices to ensure alignment with EDI principles.
2. Encourage diversity in recruitment and career development, striving for a workforce that reflects the communities we serve.
3. Monitor and address any disparities or trends related to EDI through data collection and analysis.
4. Provide accessible and confidential channels for reporting discrimination, harassment, or other EDI concerns.
5. Conduct training and awareness programs to promote understanding and compliance with this policy.

**Compliance and Accountability:**

All employees and stakeholders are expected to comply with this Equality Policy. Failure to do so may result in disciplinary actions in accordance with our HR policies.

**Review:**

This Equality Policy will be reviewed periodically to ensure its relevance and effectiveness. Updates will be made as necessary to reflect changes in EDI legislation and best practices.

Dimitri Londos



Director  
Cameleon Group Ltd  
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