



Equality, Diversity & Inclusion Statement

Addressing Equality, Diversity, and Inclusion (EDI) issues in the manufacturing of a sterilizer involves creating an equitable and inclusive workplace, ensuring diverse representation, and promoting fair practices across the organization. Below are some of BMM Weston's commitments to promoting Equality, Diversity and Inclusion in the workplace.

1. Workforce Diversity

BMM Weston acknowledges that issues that can occur from an overly-homogenous workforce, such as a lack of different perspectives and innovation. As a result, we have a responsibility to attract a diverse pool of candidates from different socio-economic backgrounds. Furthermore, we recognise the benefit of partnering with like-minded organisations and educational institutions. Furthermore, BMM Weston employs recruitment techniques to minimise bias and discrimination as outlined in the Equality Act 2010.

2. Inclusion in the Workplace

BMM Weston understands that it has a moral obligation to make sure every employee feels valued within the workplace. As a result, we provide Employee Resource Groups (ERGs) that can provide a platform all of our workers, so that improves to work life can be made and productive discussion can take place between respected co-workers. Furthermore, regular feedback mechanisms have been implemented, with the contents of this feedback regularly reviewed.

3. Equal Opportunity

BMM Weston is adamant in providing access to training and development to all employees, and has demonstrated a transparent criteria for promotions and advancement. Furthermore, considering the technical nature of production within the industry, all new employees receive training to increase their productivity and skills base. BMM Weston actively promotes the principle of equal opportunity, and is open to internal and external feedback.

4. Pay Equity

BMM Weston acknowledges the recognised gender and racial pay gaps within the UK economy according to the most recent official data, and commits to eliminating these gaps when they are found. To facilitate this aim, regular pay audits are conducted, and disparities should be addressed when found. BMM Weston is open to new ideas that may emerge from leading institutions on alternatives to tackling this issue.

5. Work-Life Balance

BMM Weston recognises that its employees can hold other significant responsibilities outside of the working environment, and BMM Weston encourages discussion and dialogue between employees to find working solutions. We also acknowledge that other responsibilities disproportionately affect individuals from certain socio-economic backgrounds, and we encourage all of our employees to facilitate change and be understanding. Moreover, we ensure that these options can be widely accessible and can be accessed without risking job security or career penalties.

6. Harassment and Discrimination

BMM Weston has a zero-tolerance policy to any discrimination based on gender, race, ethnicity, disability or any other characteristics protected under the Equality Act 2010. Training courses to focus on combating these issues can be accessed for members of staff, and should be recommended if any concerns arise. BMM Weston remains committed to providing a safe workplace environment for all members of staff, and should any of them feel unsafe or discriminated, there are clear established reporting mechanisms. Any reports of this nature will be taken very seriously.

7. Supplier Diversity

BMM Weston aims to encourage diversity throughout its supply chain to reduce inequalities when possible. As an international company whose supply chain runs deep into international markets, we recognise that there can be difficulties in tracking the ownership of our international suppliers and distributors with their subcontracted parties. Nevertheless, we prioritise similarly like-minded companies with diverse hiring practices, and are transparent with their data. BMM Weston is open to discussion with the appropriate advisory bodies to continue to solidify diversity within the supply chain.

8. Accessibility

BMM Weston is deeply committed to ensure the safety of our staff, and that everyone can reach their full potential, regardless of debilitating factors.

9. Cultural Competence

As a forward looking company with significant international partners, BMM Weston fully recognises the importance of cross-cultural competence and cohesion in reducing misunderstandings and conflicts. To promote and facilitate cross-cultural interaction, celebrates a range of diverse cultural events and accepts a worker's right to leave for cultural or religious reasons. BMM Weston is also open to any recommendations from relevant bodies to discuss what actions we could take to facilitate this further.

10. Leadership Commitment

The leadership of BMM Weston commits to uphold the principles outlined in this document, and to review any commitments to be in-line with the up-to-date advice from relevant bodies. The leadership is expected to provide direction and to hold others to account, and to ensure future leaders continue to uphold these standards. The BMM Weston leadership is open to collaboration with any relevant bodies regarding any of the points outlined in this statement.

Conclusion

By proactively addressing these EDI issues, manufacturing companies can create a more equitable, diverse, and inclusive environment. This not only benefits employees but also enhances innovation, improves company reputation, and leads to better overall performance. Implementing comprehensive EDI strategies and continuously monitoring progress are key to making meaningful and lasting changes. BMM Weston will continuously review new strategies advised by leading bodies and act according to the latest information.

Signed



Date **18th February 2024**