

Jessanol Ltd – Equality, Diversity and Inclusion Policy

1. Policy Statement

Jessanol is committed to creating an inclusive, respectful and fair environment in which people are treated with dignity and valued for their individual perspectives and experiences.

We believe better learning and better working relationships are built when diversity is recognised, and inclusion is actively supported.

2. Our Commitment

Jessanol aims to ensure that no individual is unfairly disadvantaged on the basis of characteristics protected by UK equality legislation or any other irrelevant factor.

This applies across our relationships with:

- clients
 - learners
 - associates and contractors
 - suppliers and partners
 - members of the public engaging with our services
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3. How We Put This into Practice

Inclusive Service Design

Where relevant, we aim to design learning experiences and resources that are clear, accessible and considerate of different learner needs.

Fair Opportunities

We seek to work fairly and transparently with clients, associates and partners, making decisions on merit, suitability and business need.

Respectful Conduct

We expect professional, respectful behaviour in all business interactions and do not tolerate harassment, bullying or discriminatory conduct.

Accessibility and Adjustments

Where practical and proportionate, we will consider reasonable adjustments to support access to our services.

4. Continuous Improvement

We remain open to feedback and learning that helps us improve inclusion across our business practices and service delivery.

5. Responsibility

Responsibility for this policy sits with Jessanol leadership and those acting on behalf of the business.

6. Review of Policy

This policy will be reviewed annually or as required.

Owner: Jessanol Ltd

Role Responsible: Director

Version: 1.0

Date: 21/4/26

Next Review: 21/4/27