

Equity, Diversity, and Inclusion (EDI) Policy

ADR Carriers Limited

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Policy Statement

ADR Carriers Limited is committed to fostering an inclusive workplace where diversity is valued, and everyone is treated with respect, fairness, and dignity. We recognize that equity, diversity, and inclusion are essential for our success and sustainability as an organization. This policy ensures that all individuals—regardless of race, gender, disability, age, sexual orientation, religion, or other characteristics—are afforded equal opportunities to thrive within our company.

Purpose

The purpose of this policy is to:

1. Promote equity, diversity, and inclusion in all aspects of ADR Carriers Limited's operations.
 2. Prevent discrimination, harassment, and exclusion.
 3. Create an environment where differences are embraced, and every individual feels valued and supported.
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Scope

This policy applies to all employees, contractors, suppliers, and partners of ADR Carriers Limited and covers:

- Recruitment, selection, and promotion.
 - Training and development opportunities.
 - Daily interactions and workplace behavior.
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Key Principles

1. **Equity**
 - Ensure that opportunities and resources are distributed fairly, taking into account individual needs and barriers.
2. **Diversity**

- Celebrate and respect the unique backgrounds, perspectives, and experiences of all employees and stakeholders.
- 3. Inclusion**
- Foster a culture where everyone feels welcome, heard, and empowered to contribute fully.
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Commitments

- 1. Non-Discrimination**
 - Prohibit discrimination based on race, ethnicity, gender, gender identity, sexual orientation, age, religion, disability, or any other protected characteristic.
 - 2. Equal Opportunities**
 - Provide equal access to recruitment, career progression, training, and development for all employees.
 - 3. Inclusive Recruitment**
 - Implement inclusive hiring practices to attract and retain a diverse workforce.
 - 4. Accessibility**
 - Ensure our facilities, processes, and systems are accessible to everyone, including individuals with disabilities.
 - 5. Education and Training**
 - Provide ongoing training to employees and leadership on unconscious bias, cultural competence, and inclusive practices.
 - 6. Accountability**
 - Hold employees and leadership accountable for upholding this policy through regular assessments and feedback mechanisms.
 - 7. Community Engagement**
 - Partner with diverse suppliers and support initiatives that promote equity and inclusion in the communities we serve.
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Responsibilities

Management

- Lead by example, demonstrating a commitment to equity, diversity, and inclusion.
- Ensure that this policy is implemented and integrated into business practices.

Employees

- Treat colleagues and stakeholders with respect and dignity.
- Actively contribute to creating an inclusive and welcoming work environment.

Suppliers and Partners

- Align with ADR Carriers Limited's EDI principles in their interactions with the company and its employees.

Reporting and Addressing Concerns

Employees are encouraged to report any breaches of this policy, including instances of discrimination, harassment, or exclusion, to their line manager or HR. Concerns will be addressed promptly, confidentially, and without fear of retaliation.

Monitoring and Review

ADR Carriers Limited will regularly review this policy to ensure its effectiveness and alignment with best practices. Progress will be measured using metrics such as workforce diversity statistics, employee feedback, and the resolution of reported concerns.

Approved by:

Stuart Dargue

Director, ADR Carriers Limited

Date: 01/12/2023

Review Date: 01/12/2028

This policy reflects ADR Carriers Limited's commitment to creating a workplace where equity, diversity, and inclusion are integral to our culture and operations.