

# Equal Opportunities and Equality Policy

## 1. Introduction and Statement of Intent

McBride Racing Limited is committed to fostering a diverse, inclusive, and equitable environment where all individuals are treated with dignity and respect. This policy reaffirms our commitment to providing equal opportunities in all aspects of our business operations, including employment, customer service, and relationships with suppliers, regardless of background or individual characteristics.

We believe that a diverse workforce and an inclusive culture enhance creativity, innovation, and overall business success. Discrimination, harassment, bullying, and victimisation are unacceptable and will not be tolerated. This policy applies to all our operations, including retail betting shops, our Dial-A-Bet service, and our online website platforms in both the United Kingdom and the Republic of Ireland.

## 2. Scope

This policy applies to:

- All employees (full-time, part-time, temporary, fixed-term, and casual), directors, contractors, agency workers, and volunteers of McBride Racing Limited.
- All job applicants.
- All customers interacting with our retail shops, Dial-A-Bet service, and online platforms.
- All third parties, including suppliers, partners, and visitors, in their interactions with McBride Racing Limited.

This policy covers all aspects of employment, including recruitment, selection, training, development, promotion, transfers, terms and conditions of employment, disciplinary and grievance procedures, redundancy, and dismissal. It also extends to the provision of our services to customers and our engagement with suppliers.

## 3. Legal Framework

This policy is designed to comply with relevant legislation in both the United Kingdom and the Republic of Ireland, including but not limited to:

### United Kingdom:

- The Equality Act 2010
- The General Data Protection Regulation (GDPR) and the Data Protection Act 2018

### Republic of Ireland:

- The Employment Equality Acts 1998-2015
- The Safety, Health and Welfare at Work Act 2005 (in relation to workplace safety and welfare)
- The General Data Protection Regulation (GDPR)

## 4. Protected Characteristics

McBride Racing Limited is committed to ensuring that no individual receives less favourable treatment on the grounds of any of the following protected characteristics, as defined by UK and Irish law:

- **Age:** (UK & Ireland)
- **Disability:** (UK & Ireland)
- **Gender Reassignment:** (UK)
- **Civil Status:** (Ireland - includes single, married, separated, divorced, widowed)
- **Family Status:** (Ireland - includes being a parent or caring for a child or dependent adult)
- **Marriage and Civil Partnership:** (UK)
- **Pregnancy and Maternity:** (UK & Ireland)
- **Race:** (UK & Ireland - includes colour, nationality, ethnic or national origins)
- **Religion or Belief:** (UK & Ireland - includes philosophical belief)
- **Sex/Gender:** (UK & Ireland)
- **Sexual Orientation:** (UK & Ireland)
- **Membership of the Traveller Community:** (Ireland)

## 5. Policy Principles and Commitments

McBride Racing Limited is committed to:

- **Non-Discrimination:** Ensuring that all decisions relating to employment (recruitment, promotion, training, pay, benefits, dismissal) and the provision of services are based on merit, skills, experience, and performance, without discrimination based on any protected characteristic.
- **Fair Treatment:** Treating all individuals fairly and consistently, promoting an environment where everyone feels valued and respected.
- **Zero Tolerance:** Having a zero-tolerance approach to all forms of unlawful discrimination, harassment (including sexual harassment), bullying, and victimisation. Any such behaviour will be treated as a serious disciplinary matter.
- **Reasonable Adjustments:** Making reasonable adjustments for employees, job applicants, and customers with disabilities to ensure they are not disadvantaged. This includes considering adjustments to working arrangements, premises, equipment, and access to services.
- **Promoting Diversity and Inclusion:** Actively promoting a diverse workforce that reflects the communities in which we operate and fostering an inclusive culture where differences are celebrated and contribute to our success.
- **Equal Pay:** Ensuring equal pay for like work, work of equal value, or work rated as equivalent, irrespective of gender or other protected characteristics.

- **Work-Life Balance:** Considering requests for flexible working arrangements fairly and objectively, in line with business needs and legal requirements.
- **Customer Service:** Providing accessible and non-discriminatory services to all customers across all our platforms (retail, Dial-A-Bet, online).

## 6. Responsibilities

### 6.1. General Management Team Responsibilities:

- All Managers are responsible for implementing, promoting, and monitoring this policy within their respective teams and areas of responsibility.
- They must ensure that all employees understand and adhere to the policy.
- They are responsible for investigating any complaints of discrimination, harassment, bullying, or victimisation promptly and effectively.
- They must lead by example, demonstrating inclusive behaviours and challenging inappropriate conduct.

### 6.2. Supervisor, Assistant Supervisor and Employee Responsibilities:

- All Supervisors, Assistant Supervisors and employees are responsible for adhering to the principles of this policy in their daily work and interactions.
- They must treat colleagues, job applicants, customers, and third parties with dignity and respect.
- They must not engage in any form of discrimination, harassment, bullying, or victimisation.
- Employees are encouraged to report any concerns or incidents that may violate this policy through the appropriate grievance or whistleblowing procedures.

## 7. Breaches of Policy

Any employee found to be in breach of this policy will be subject to disciplinary action, up to and including dismissal, in accordance with McBride Racing Limited's Disciplinary Procedure. Unlawful discrimination, harassment, or victimisation may also lead to legal action against the individual and/or the company.

Customers or third parties who violate this policy may have their access to our services restricted or terminated.

## 8. Reporting Concerns

If an employee believes they have been subjected to, or have witnessed, any form of discrimination, harassment, bullying, or victimisation, they should report it immediately to a Supervisor, Manager, Chief Executive Officer, or the Managing Director. All complaints will be treated seriously, confidentially (where possible and appropriate), and investigated thoroughly. There will be no victimisation of individuals who raise concerns in good faith.

## 9. Training and Awareness

McBride Racing Limited is committed to providing regular training and awareness sessions for all employees to ensure they understand their responsibilities under this policy and are equipped to promote an inclusive environment. This training will cover:

- Understanding protected characteristics.
- Recognising and preventing discrimination, harassment, and bullying.
- Promoting diversity and inclusion.
- Reporting procedures.

## 10. Customer and Supplier Relations

Our commitment to equality and equal opportunities extends to how we interact with our customers and suppliers:

- **Customers:** We strive to provide accessible and fair services to all customers, regardless of their background or characteristics. Our customer-facing staff will be trained to interact respectfully and professionally with all individuals.
- **Suppliers:** We will endeavour to work with suppliers who share our commitment to equal opportunities and equality. We will not discriminate in our selection of suppliers.

## 11. Data Protection

In line with GDPR, McBride Racing Limited will ensure that all personal data, including sensitive personal data (such as data related to protected characteristics), is collected, stored, processed, and used fairly, lawfully, and transparently. We will protect the privacy of individuals and ensure data is only used for legitimate business purposes.

## 12. Monitoring and Review

This policy will be regularly monitored and reviewed at least annually, or more frequently if there are changes in legislation or business practices. The effectiveness of the policy will be assessed through various measures, including feedback, incident reports, and diversity metrics (where appropriate and legally permissible).

**Policy Last Reviewed:** 01/01/2025

**Next Review Date:** 01/01/2026