

| Document no.:                     | Document type:                                    | Version: | Issue date:  | Effective date: |
|-----------------------------------|---|----------|--------------|-----------------|
| G-02-04                           | Policy  | 02       | 24 Jun 2022  | 24 Jun 2022     |
| Document owner:                   | Approved by:                                      |          | Approved by: |                 |
| Jenny Murray<br>Managing Director | Andrew Littlewood<br>Facility and Finance Manager |          |              |                 |

*Life Science Group Ltd (LSG) is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. In the implementation of this policy all staff will:*

- Ensure that people are treated solely based on their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction.
- Promote diversity and equality for staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic, and distinctive backgrounds.
- Promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.
- Wherever reasonable and practicable, promote flexible working hours and home working opportunities.
- Treat part time staff fairly and equally.
- Challenge inequality and less favourable treatment and wherever practicable.
- Ensure individuals experience a level playing field for achieving opportunities.
- Promote greater participation of under-represented groups of staff by encouraging positive action to address inequality.
- Promote an environment free of harassment and bullying on any grounds in relation to all staff.
- Promote the different ethnicities within the workforce.
- Maintain the 'Investors in People' standard.

## Contact Details

Life Science Group Ltd.

Antibody Product Services and Life Science Production are Divisions of Life Science Group.

Address: The Science Center, 1 Blaydon Road, Sandy, Bedfordshire, SG19 1RZ

Tel: +44 (0) 1234 889180

Email: [sales@lifesciencegroup.co.uk](mailto:sales@lifesciencegroup.co.uk)

Web: [www.lifesciencegroup.co.uk](http://www.lifesciencegroup.co.uk)

### Document history

| Created / reviewed | Version | Main changes  | Responsible  |
|--------------------|---------|---|--------------|
| 31.12.2020         | 01      | First version under this number. Previously Policy ID 659     | Jenny Murray |
| 24 Jun 2022        | 02      | Update to LSG address, update to include Investors in People. | Jenny Murray |