



HMG Powder Coatings

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Equality, Diversity & Human Rights Statement

1. Purpose and Scope

HMG Powder Coatings Ltd is committed to promoting equality, diversity, and inclusion across all areas of its business and to upholding the fundamental human rights of every individual. This statement defines our approach to fair treatment, equal opportunity, and the prevention of discrimination in the workplace and throughout our supply chain.

This statement supports and should be read in conjunction with the **HMG Corporate Responsibility & Sustainability Policy**.

2. Legislative and Standards Framework

HMG complies with all relevant equality and human rights legislation, including:

- **Equality Act 2010.**
- **Human Rights Act 1998.**
- **Employment Rights Act 1996.**
- **Working Time Regulations 1998.**
- **Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000.**
- **Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.**

HMG's principles align with international standards, including the **UN Guiding Principles on Business and Human Rights** and the **International Labour Organisation (ILO) Core Conventions**.

3. Equality and Non-Discrimination

HMG Powder Coatings Ltd provides a working environment where everyone is treated with dignity and respect. We do not tolerate discrimination, harassment, or victimisation on any grounds, including but not limited to:

- Age
- Disability
- Gender, gender reassignment or expression
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality or ethnic origin
- Religion or belief
- Sexual orientation

We are an equal opportunities employer and make all employment decisions based on merit, qualifications, competence, and business needs.

4. Inclusion and Accessibility

We are committed to creating an inclusive workplace where everyone can contribute fully and reach their potential. HMG will:

- Make reasonable adjustments to ensure accessibility for people with disabilities.
- Encourage diverse perspectives and representation at all levels of the organisation.
- Promote awareness and understanding of equality, diversity, and inclusion through training and engagement.
- Support flexible and family-friendly working practices where operationally possible.

5. Human Rights and Ethical Labour Practices

HMG upholds the fundamental human rights of all individuals impacted by our operations and supply chain. We:

- Prohibit all forms of forced, bonded, or child labour.
- Respect freedom of association and the right to collective representation.
- Support fair pay and safe working conditions throughout our value chain.

- Operate in compliance with the **Modern Slavery Act 2015** and maintain transparency in our operations and supply chain.

6. Responsibilities and Review

The **Board of Directors** is responsible for overseeing this statement and ensuring compliance with equality and human rights legislation. Day-to-day implementation is supported by the **HR Department**, line managers, and all employees, who share responsibility for upholding our principles.

HMG Powder Coatings Ltd will:

- Review this statement annually or in response to legislative changes.
- Monitor and report on diversity, inclusion, and equality performance indicators.
- Provide training and guidance to promote awareness and good practice.

Approved by the Board of Directors

Date: November 2025