WHOLE LIFE CONSULTANTS LTD

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Equality, Diversity and Inclusion Policy

Whole Life Consultants Limited (WLC Ltd) is committed to the promotion of equal opportunity in employment and provides equal opportunities to persons without regard to race, colour, religion, political opinion, sex, marital status, having or not having dependents, sexual orientation, national origin, age, part-time and fixed term contract status or disability.

Our Equality, Diversity and Inclusion Policy applies to the directors, employees, contractors, customers, suppliers and visitors. All people who are working in our office are made aware of its content. Our policy sets out the company's position in all aspects of employment, including recruitment, selection, training, discipline and dismissal; monitoring of the diversity of job applicants; equal pay and minimum wage; and victimisation, discrimination and harassment.

Whole Life Consultants Limited recognises its obligations under relevant legislation and ensures through its employment policies that individuals receive treatment that is fair, equitable and consistent with their relevant aptitudes, skills and abilities.

Whole Life Consultants Limited is committed to:

- ensuring that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation, religion, political opinion, national origin, having or not having dependents, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable;

- ensuring that the promotion policies applied to all individuals will be on the basis of job requirements and the individual's ability and merits;

- making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the company;

- monitoring the diversity of job applicants regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in order to encourage equality and diversity.

- equal pay for employees without regard to race, colour, religion, political opinion, sex, marital status, having or not having dependents, sexual orientation, national origin, age, part-time and fixed term contract status or disability where they are doing either, the same or similar work or work of equal value.

- exceeding the national minimum wage rates as set by the UK Government minimum wage regulations to provide at least a living wage;

- creating a working environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued;

- taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, contractors, customers, suppliers, visitors and any others in the course of the company's work activities and to ensuring that such unacceptable and potentially unlawful behaviour does not take place;

- ensuring that all directors and all employees are trained in their rights and responsibility under the Equality Act (2010);

Whole Life Consultants Ltd is registered in Scotland No SC259987 VAT number 852809506
Registered office c/o 14 City Quay, Dundee DD1 3JA

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- ensuring that the directors communicate this policy to all employees, contractors and visitors during the induction training course.

WLC Ltd recognises the active support of all employees in progressing the aims of this policy. By working together on these important issues, we will ensure an environment free from discriminatory practice in which every employee is able to develop to the limit of his or her potential.

Employees who believe that they have suffered a form of discrimination, harassment or victimisation are entitled to raise the matter with any of the company's Directors. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

WLC Ltd will ensure that the Equality, Diversity and Inclusion Policy is regularly reviewed to ensure that it complies with employment practices and legislation and also update the policy to take account of changes in the law. The policy will be reviewed and updated at least annually.

Prof Malcolm Horner
Chairman
(Last reviewed date: October 2026)

Prof. Milan Radosavljevic
Director

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