

QA Group Supply Chain Diversity, Equality and Inclusion Policy

Introduction

QA Limited (**QA, we, us, our**) is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination in our supply chain and ensuring that diversity and inclusion is at the heart of our business strategy

The aim is for our organisation to be truly representative of all sections of society and for our suppliers to feel respected.

This supply chain equality, diversity and inclusion policy for the provision of training services is fully supported by the QA board of directors and senior management.

Purpose

This policy's purpose is to ensure that, in relation to the provision of training services, QA will:

1. provide equality, fairness and respect for all of our suppliers;
2. not unlawfully discriminate against any of the protected characteristics under the *Equality Act 2010*;
3. not discriminate against, and encourage working with, suppliers who are:
 - Small and medium-sized enterprises (**SMEs**)
 - Voluntary Community and Social Enterprises (**VCSEs**)
 - Woman-Owned Business Enterprise (**WBEs**)
 - Ethnic minority owned businesses (**EMBs**)
 - Lesbian, gay, bisexual, transgender and intersex (**LGBTI**) owned businesses
 - disability-owned business enterprise
 - veteran owned businesses
 - from developing or underrepresented regions

Commitments

QA commits to:

1. encouraging equality, diversity and inclusion in its supply chain, when providing training to customers, as they are good practice and make business sense.
2. creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all individuals are recognised and valued.

QA understands that it and its supply chain can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, while providing training, against its staff, customers and the public.
3. seriously consider complaints of bullying, harassment, victimisation and unlawful discrimination made during the course of providing the training services.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
4. reviewing and updating this policy to take account of changes in the law.
5. monitoring the diversity of the supply chain.