Approval

The signatures below certify that this management system policy has been reviewed and accepted, and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

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|  | Name | Signature | Position | Date |
| Prepared by | Dhairyasheel Ashok Mulik Patil |  | Quality Manager |  |
| Reviewed by | Dr Prveen Bidare |  | Senior Engineer |  |
| Approved by | Joyti Bidare |  | CEO |  |

Amendment Record

This procedure is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

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Company Proprietary Information

The electronic version of this procedure is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

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**Equality, Diversity, and Inclusion (EDI) Policy** **Manufacturing Made Easy Ltd**

***1. Purpose*** Manufacturing Made Easy Ltd is committed to creating a workplace where everyone is treated fairly, with respect and without discrimination. We value diversity and believe inclusion makes us stronger.

***2. Who This Policy Applies to*** This policy applies to all employees, suppliers, and stakeholders. It covers all aspects of work, including hiring, promotions, training, pay, and workplace behaviour.

***3. Our Commitment*** We are committed to:

* Ensuring equal opportunities for everyone.
* Maintaining a workplace free from discrimination and harassment.
* Respecting all individuals, regardless of their background.
* Encouraging a positive and inclusive culture.

***4. Legal Compliance*** We will follow all relevant equality laws, such as The Equality Act 2010 (UK) and other applicable anti-discrimination laws.

***5. Fair Hiring and Development***

* We hire based on skills and experience, ensuring fairness in all recruitment decisions.
* Employees have equal access to training and career development opportunities.
* We provide awareness training to help build an inclusive culture.

***6. Responsibilities***

* **Top Management**: Sets the example and ensures fairness in all decisions. Supports and promotes equality, diversity, and inclusion.
* **Employees**: Expected to treat colleagues with respect and contribute to a positive environment.

***7. Reporting Discrimination or Harassment*** Discrimination, harassment, or unfair treatment is not tolerated. Employees should report concerns to CEO or Senior Engineer and all complaints will be handled confidentially and fairly.

***8. Policy Review*** We will review this policy annually to ensure it remains effective and relevant.

***Approval and Implementation*** This policy is approved by the Top management of Manufacturing Made Easy Ltd and takes effect immediately.