



HOPES SAFETY
CONSULTANCY LLC SPC

Equality and Diversity Policy

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1. Purpose

Hopes Safety Consultancy LLC SPC is committed to promoting equality and diversity in all its operations. This policy outlines our dedication to creating an inclusive environment where everyone is treated with dignity and respect, and where opportunities are accessible to all, regardless of background, identity, or personal circumstances. The purpose of this policy is to:

- Foster an environment of inclusivity and mutual respect within the organization.
- Ensure compliance with relevant equality and anti-discrimination laws.
- Promote a workplace culture that values diversity and eliminates unlawful discrimination.

2. Scope

This policy applies to:

- All employees, trainers, and contractors.
- Clients, students, and external stakeholders.
- All areas of operation, including recruitment, training delivery, decision-making, and customer interactions.

3. Principles

Hopes Safety Consultancy LLC SPC adheres to the following principles:

- Equal access to opportunities for all individuals.
- Recognition and celebration of the unique contributions and perspectives of diverse individuals.
- Creating a safe and welcoming environment where everyone feels valued.
- Commitment to eliminating discrimination on the grounds of race, gender, age, disability, religion, sexual orientation, nationality, or any other protected characteristic.

4. Legal Framework

This policy aligns with and supports relevant equality and anti-discrimination legislation in the regions we operate, including:

- UAE Federal Law No. (2) of 2015 on Combating Discrimination and Hatred.
- Equality Act 2010 (UK) for international standards.
- Other applicable local and international regulations.

5. Responsibilities

- Senior management is responsible for championing equality and diversity and ensuring compliance across all areas of the business.
- All staff are expected to uphold the principles of this policy and foster a culture of inclusion.
- Participants are encouraged to respect diversity and contribute to an inclusive learning environment.
- An appointed officer will oversee the implementation and monitoring of this policy, investigate complaints, and recommend improvements.

6. Implementation

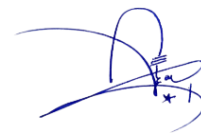
- Ensuring hiring practices are transparent, inclusive, and merit-based.
- Delivering training that is accessible and free from bias, accommodating special needs where possible.
- Regular training for employees and contractors on equality and diversity.
- Ensuring facilities, services, and materials are accessible to all individuals.

7. Reporting and Complaints

- Any concerns or incidents of discrimination, harassment, or inequality should be reported to the Equality and Diversity Officer or through designated reporting channels.
- Complaints will be addressed promptly, confidentially, and in line with our grievance procedures.

8. Monitoring and Review

- This policy will be reviewed annually to ensure effectiveness and alignment with current laws and best practices.
- Feedback from employees, clients, and stakeholders will inform policy updates and improvements.



Director
Hopes Safety Consultancy LLC SPC

