



Relay Global Equality, Diversity & Inclusion Policy

1. Our Commitment to Valuing Equality, Diversity & Inclusion

Decor Ireland Ltd (t/a Relay Global) ("Relay Global") is committed to embracing and celebrating the unique differences each employee brings. We aim to provide equal opportunities based on ability, and we welcome feedback to continuously improve our approach to individual and organisational performance.

Relay Global will not tolerate unlawful discrimination, harassment, sexual harassment, victimisation or bullying. Relay Global operates across Northern Ireland, Great Britain and the Republic of Ireland and will comply with the equality and anti-discrimination legislation applicable to the location in which each employee is employed and ordinarily works. This includes protection in relation to age, disability, race, nationality or ethnic origin, religion or belief, sex or gender, sexual orientation, pregnancy and maternity, gender reassignment, and marriage or civil partnership, together with political opinion where protected under Northern Ireland legislation, and civil status, family status and membership of the Traveller community where protected under Republic of Ireland legislation.

2. Promoting an Inclusive Workplace Culture

All employees are expected to actively support and promote the following principles in their daily actions, decisions, and behaviours. Managers are responsible for leading by example:

- Encouraging diversity and inclusivity, promoting dignity and respect for all.
- Creating a working environment free from bullying, harassment, victimisation, and discrimination.
- Engaging in training and encouraging others to understand their rights and responsibilities.
- Supporting training, development, and career progression for all employees.
- Taking complaints of discrimination or harassment seriously and addressing them appropriately.
- Reviewing employment practices to ensure fairness and compliance with legislation.
- Monitoring diversity metrics (e.g. age, gender, ethnicity, disability) to inform inclusive practices.

3. Our Principles in Practice

When adopting these principles, Relay Global commits to:

- Investigating and addressing any breaches of this policy, with disciplinary action where appropriate.
- Recognising and complying with all relevant legal obligations and codes of practice.
- Supporting employees to raise concerns through informal or formal grievance procedures.
- Ensuring managers understand and uphold their responsibilities regarding EDI.
- Offering learning and career development opportunities, and flexible working where feasible.



- Applying the relevant equality and employment legislation according to the jurisdiction in which the employee is employed and ordinarily works.
- Selecting candidates based solely on their ability to perform the role, using transparent processes.
- Providing necessary training and development for effective job performance.
- Making reasonable adjustments to support employees with health conditions or disabilities.
- Avoiding unnecessary restrictions in recruitment criteria unless job-based justification exists.
- Not imposing a compulsory retirement age—employees may choose when to retire based on fitness to perform their role.
- Offering increased pay or benefits based on length of service to reward loyalty and experience.

4. Governance & Review

This policy applies to all job applicants, employees, workers, agency workers and contractors, whether full-time, part-time, temporary, seasonal or permanent, across Northern Ireland, Great Britain and the Republic of Ireland.

The applicable legal protections will depend on the jurisdiction in which the individual is employed and ordinarily works.

Any concerns raised will be handled under Relay Global's grievance and/or disciplinary procedures. Serious breaches may constitute gross misconduct and result in dismissal without notice.

Senior management will monitor the effectiveness of this policy regularly, encouraging feedback from employees and identifying opportunities for improvement.

