

Hercules PLC is committed to promoting equality, diversity, and inclusion in accordance with the **Equality Act 2010**. We do not discriminate on the basis of any protected characteristic or union membership status. All employees, learners, contractors, job applicants, and affected third parties are treated fairly and with respect. Recruitment, development, remuneration, and promotion decisions are based solely on skills, qualifications, and suitability for the role.

Hercules PLC is committed to creating a fully inclusive environment. As Gold Members of the Supply Chain Sustainability School, we actively promote Fairness, Inclusion and Respect (FIR) requirements and ensure significant numbers of FIR Ambassadors are trained to monitor compliance and support onsite teams and the wider industry.

Responsibilities

Our Equality, Diversity & Inclusion (EDI) Working Group will regularly monitor and review this policy, relevant procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

The EDI Working Group is responsible and accountable for the implementation of this policy and ensuring the policy is and continues to be fully effective. Company processes shall be monitored and measured against KPIs to ensure EDI and FIR requirements and objectives are met.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times, and not to discriminate or harass other members of staff, whether junior or senior to them. This policy applies equally to the treatment of our visitors, learners, clients, customers and suppliers, by our employees.

In some situations, Hercules PLC may be at risk of being held responsible for the acts of individual members of staff and will not therefore tolerate any discriminatory practices or behaviour. Any act of discrimination by employees/contractors or any failure to comply with the terms of the policy will result in disciplinary action.

Reporting Concerns

Hercules PLC encourages anyone who experiences or witnesses discrimination, harassment, or any breach of this policy to report it promptly. To raise a concern, please refer to [PD 08 - Whistleblowing Policy](#), which ensures confidentiality and protection against retaliation

The EDI and Quality Teams shall review this policy annually or following significant changes, prior to review and approval by the CEO.



Brusk Korkmaz
Chief Executive Officer
Hercules PLC

Approved on: 01/12/2025



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