



Diversity, Equity and Inclusion Policy for ART SIPPERS LIMITED

At ART SIPPERS LIMITED, we are committed to promoting and maintaining a workplace culture that is inclusive, diverse, and equitable. We believe that creating an environment where individuals are valued for their unique perspectives, experiences, and backgrounds is crucial to the success of our business and the wellbeing of our team.

We are committed to building a team that reflects the diverse communities we serve and creating opportunities for individuals from all backgrounds to thrive. This includes actively seeking out and recruiting candidates from underrepresented groups, and providing ongoing training and development opportunities to ensure that our team is equipped to create an inclusive and welcoming environment for everyone.

We recognize that diversity, equity, and inclusion are ongoing efforts, and we are committed to regularly reviewing and updating our policies and practices to ensure that they align with our values and objectives. We also welcome feedback and suggestions from our team and our customers on how we can continue to improve and better serve our diverse communities.

We are dedicated to fostering a workplace culture that is respectful, inclusive, and free from discrimination or harassment of any kind. This includes a zero-tolerance policy for discrimination or harassment based on an individual's race, color, ethnicity, national origin, gender identity or expression, sexual orientation, age, religion, disability, or any other protected status.

We recognise that creating a truly inclusive workplace requires ongoing effort and commitment from everyone, and we are committed to working collaboratively to ensure that ART SIPPERS LIMITED is a place where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

Signed,

Elliot Nortey & Josie Pitcher
ART SIPPERS