

Qevero Equal Opportunities Policy

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Policy statement and scope

Qevero is committed to equal opportunity and to a working environment free from unlawful discrimination, harassment and victimisation. We treat everyone fairly, whatever their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. These are the protected characteristics under the Equality Act 2010.

This policy applies to everyone who works with or for us, including staff, contractors and work experience participants, and to how we treat clients and suppliers.

Our commitments

- Recruit, select and engage people on merit, ability and suitability for the role.
- Make reasonable adjustments so disabled people can take part fully.
- Not tolerate discrimination, harassment, bullying or victimisation.
- Choose suppliers and contractors fairly and on merit.
- Provide our services to clients and the public without discrimination.
- Review this policy at least once a year.

Work experience placements

We offer work experience placements to people in our local community, giving them practical experience of digital marketing and web design. Placements are open to everyone, and we select on interest and ability to benefit rather than background. We make reasonable adjustments so that anyone on a placement can take part fully.

Our most recent placement was with a Year 12 student at Attleborough Academy Sixth Form.

Dignity, respect and accessibility

Everyone we work with is entitled to dignity and respect. Harassment, bullying and discriminatory language or behaviour are not acceptable, and we treat any report of them as a serious matter.

We also aim to build websites that people with different abilities can use, working to level AA of the Web Content Accessibility Guidelines (WCAG).

Raising concerns

Anyone who believes they have been treated unfairly, or who has seen discrimination, can raise it internally. We take every concern seriously, handle it promptly and keep it confidential as far as we can. Nobody will be treated badly for raising a concern in good faith.

Responsibility and review

Jasper Sayer, Managing Director, is responsible for this policy. It is reviewed every year, or sooner if the law or our operations change.

Signed: Jasper Sayer

Date: 04/10/2026

Next review: 04/10/2027