



Equality, Diversity & Inclusion Policy

Introduction

Celltarga is committed to encouraging equality, diversity and inclusion in the workplace and eliminating any discrimination.

Our aim is to be fully representative of all sections of society and all employees to be respected and treated equally to one another.

Purpose

1. To provide equality, fairness, and respect for all members of staff
2. To not unlawfully discriminate because of the equality act 2010 protected characteristics of...
 - Age
 - Disability
 - Gender reassignment
 - Marriage & civil partnership
 - Pregnancy & maternity
 - Race (including colour, nationality and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. Oppose and avoid all forms of unlawful discrimination, this includes...
 - Pay & benefits
 - Terms & conditions of employment
 - Dealing with grievances and discipline
 - Dismissal
 - Redundancy
 - Leave for parents
 - Requests for flexible working
 - Selection for employment, promotion, training, or other development opportunities



Commitments

Celltarga commits to...

- Encouraging equality, diversity, and inclusion in the workplace as they are good practice and make business sense
- Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all employees.
- Taking complaints of bullying, harassment, victimisation and unlawful discrimination by other employees, customers, suppliers, visitors, and the public seriously and professionally.
- Making opportunities for training, development, and progress available to all members of staff, they will be helped and encouraged to develop their full potential.
- Reviewing employment practices and procedures when and where necessary to ensure fairness in the workplace.
- To encourage anyone who feels they have been subject to discrimination to raise concerns so correct measures can be applied.

Celltarga will inform all employees that there is an Equality, Diversity and Inclusion policy in operation, and they are obliged to comply with its requirements and promote fairness in the workplace.

This policy was approved and authorised by:

Name: Richard Divall

Position: Managing Director

Date: 05.01.2026

Signature: