



DISABILITY AND EQUALITY POLICY

The Persons with Disability Act, 2006 Act 715 places a duty on Edwin AA to have regard to the need to:

- Promote equality of opportunity between disabled people and others
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of disabled people related to their disabilities
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take account of disabled people's disabilities even when that involves treating them more favorably than non-disabled peers.
- The Special Educational Needs and Disability Act 2006 mean that:
 - It is unlawful to treat disabled people less favorably than non-disabled peers
 - Reasonable adjustments must be made to ensure they are not put to a disadvantage
 - Plans are made to increase access to all public facilities all the time (Accessibility Plan)

Edwin AA (EGL) is fully committed to equality of opportunity and promoting diversity. As such EGL values all staff, candidates and any third party regardless of whether they have a disability. Edwin AA aims to create an environment in which all staff, candidates and third parties feel equally welcomed and valued, and in which discriminatory behavior is not tolerated.

Responsibility for the Policy

Management of Edwin AA is responsible for ensuring that they:

- Eliminate unlawful discrimination;
- Promote equality of opportunity;
- Provide for good relations between people of diverse groups;
- Complies with all equalities legislation relevant to their jurisdiction;
- Disability and Equality policy is maintained and updated regularly;
- That any procedures and strategies related to the policy are implemented;
- Ensures that all unlawful disability, equality and racist incidents are reported and ensures that appropriate action is taken in relation to all said incidents.

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Managing Director

March 1, 2022

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Date