



Equality & Diversity Policy

Purpose

We are a UK-based business supplying 3D-printing materials. This policy sets out how we promote equality, value diversity and foster inclusion in a proportionate, practical way.

Scope

Applies to all colleagues, applicants, contractors, suppliers, visitors and others under our control or influence, across recruitment, employment, training, promotion, pay and benefits, day-to-day working practices, and interactions with customers and partners.

Our Policy Statement

We will:

- Comply with applicable equality, diversity and inclusion law and guidance (including the UK Equality Act 2010).
- Provide equal opportunities and fair treatment based on merit, capability and business needs.
- Prevent discrimination, harassment, bullying and victimisation, and act promptly if concerns arise.
- Make reasonable adjustments to remove or reduce barriers for disabled people and others with specific needs.
- Treat everyone with dignity and respect, and encourage open, constructive dialogue.
- Use EDI-related information proportionately and lawfully to inform improvement.
- Continually improve through practical objectives reviewed at least annually.

Governance & Accountability

- Overall accountability rests with our Managing Director.
- A designated EDI Lead coordinates this policy and associated actions.
- Managers are responsible for applying this policy in their teams.
- All colleagues are responsible for their own conduct and for raising concerns early.

Inclusive Standards & Behaviour

- Maintain a professional, respectful environment; zero tolerance for offensive or discriminatory behaviour (including online).
- Consider the impact of words and actions; listen and address issues constructively.
- Use accessible, plain-English communications wherever possible.



Recruitment, Selection & Progression

- Use fair, consistent processes focused on role-relevant criteria.
- Advertise roles clearly; provide reasonable adjustments during selection.
- Base progression, training and development opportunities on merit and business needs.

Pay, Benefits & Working Practices

- Apply pay and benefits consistently and review for fairness where proportionate.
- Support flexible working where feasible and compliant with business needs.
- Respect statutory rights (e.g., family leave) and apply procedures consistently.

Training, Awareness & Development

- Provide proportionate EDI awareness for managers and colleagues.
- Offer role-relevant training and development opportunities.
- Refresh training at sensible intervals or when risks or laws change.

Reasonable Adjustments & Accessibility

- Consider and implement reasonable adjustments promptly following disclosure or request.
- Review adjustments periodically to ensure they remain effective.

Suppliers, Partners & Visitors

- Communicate appropriate EDI expectations to suppliers and partners.
- Challenge and escalate concerns where conduct falls short of our standards.

Reporting, Concerns & Resolution

- Encourage early reporting of concerns to a line manager, HR contact or the EDI Lead.
- Handle issues sensitively, fairly and without detriment to the person raising them.
- Use proportionate investigation and resolution processes; keep records as appropriate.



Monitoring & Review

- Track simple indicators (e.g., completion of EDI training, time to resolve concerns).
- Where collected, use anonymised, proportionate data to inform improvement.
- Review this policy and related actions at least annually and when laws or risks change.

Data Protection & Confidentiality

- Collect and process EDI-related information lawfully, fairly and transparently, with access limited to those who need it.
- Protect personal data and handle sensitive information in line with applicable data-protection requirements.

Communication

- This policy is published internally and externally.
- We will provide updates in plain English and consult colleagues on relevant changes.

Raising Concerns

Colleagues, customers and partners are encouraged to report Equality and/or Diversity concerns to the Managing Director. Issues will be reviewed and addressed promptly, without detriment to the person raising them

Version & Approval

This declaration has been created electronically and is valid without signature until a revised version is published. For further details, please contact Filamentive at the address above.

Version: 1.0

Effective date: 10 September 2025