



COMPANY POLICY: DISCRIMINATION

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Page: 1 of 1

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Our Commitment on Discrimination

Colorman Ireland are committed to eliminating unlawful discrimination and promoting equality and diversity in our own policies, practices and procedures and in influencing others to do the same in our dealings with staff, customers, and third parties.

We aim to treat everyone equally and with the same attention, courtesy and respect regardless of their age, disability, gender, marital status, race, racial group, colour, ethnic or national origin, nationality, religion, belief or sexual orientation. We are committed to complying in both letter and spirit with all anti-discrimination legislation and associated codes of practice in force either now or in the future.

Unlawful Grounds for Discrimination

Discrimination on any of the following grounds is unlawful:

- age (in respect of employment matters only);
- race, racial group, colour, ethnic or national origins;
- gender, pregnancy, or marital status;
- disability
- sexual orientation
- religion or belief.

Forms of Discrimination

The following are the kinds of discrimination, which are against the companys policy:

- (a) Direct discrimination, where a person is treated less favourably on the basis of a ground which is unlawful;
- (b) Indirect discrimination, where a provision, criterion or practice which seems to be lawful would create a significant disadvantage for a substantial number of one group of persons compared with other persons on the basis of an unlawful ground unless that provision, criterion, or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary;
- (c) Victimisation, where someone is treated less favourably than others because he or she has taken action in respect of discrimination on unlawful grounds;
- (d) Harassment, when unwanted conduct related to any unlawful ground takes place with the purpose or effect of creating an intimidating, hostile, degrading, humiliating, or offensive environment for any person. This is not limited to physical acts and may include verbal and non-verbal communications and gestures.

Authorisation

Authorisation by:

Andrew Dunne

Director of
Compliance

See header

Printed Name

Signature

Title

Date