Equality, diversity and inclusion policy

Owner: the Director **Last reviewed:** November 2026

Review cycle: at least annually

Commitment

Komos Solutions Ltd ("the Company") is committed to equality of opportunity, to valuing diversity and to treating everyone with dignity and respect. This applies to how the Company engages people, works with clients, associates, partners and suppliers, and designs the services and software it delivers.

Legal framework

The Company complies with the Equality Act 2010 and will not discriminate, directly or indirectly, on the basis of any protected characteristic: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In practice

- Decisions about engaging, paying and developing people, and about selecting associates and suppliers, are based on merit, skills and fair criteria.
- Harassment, bullying and victimisation are not tolerated.
- Reasonable adjustments are made for disabled people, including clients, candidates and anyone working with the Company.
- Accessibility is built into the websites and software the Company delivers, which target WCAG 2.2 AA.
- The Company supports public-sector clients in meeting their Public Sector Equality Duty where its work is relevant to it.

Responsibilities

The Director is responsible for this policy. Everyone working for or with the Company is expected to follow it.

Raising concerns

Concerns or complaints about discrimination or unfair treatment should be raised with the Director at hello@komossolutions.com. They will be handled promptly, fairly and confidentially, and no one will be treated less favourably for raising a concern in good faith.

Review

This policy is reviewed at least annually.

Komos Solutions Ltd, registered in England and Wales, company number 09084109. Registered office: Chadbrook House, Westmead Drive, Newbury, Berkshire, RG14 7DJ.