

EQUALITY, DIVERSITY & INCLUSION POLICY (EDI)

Last updated: November 2025

Company: CinePath Ltd (Company No. 16817624)

Contact: legal@cinepath.co.uk

Domain: cinepath.co.uk and related subdomains

1. Purpose

CinePath Ltd ("CinePath," "we," "our," "us") is committed to fostering a diverse, inclusive, and equitable workplace where all individuals are treated with dignity and respect.

This policy ensures compliance with the Equality Act 2010 and promotes fair treatment in all aspects of employment, service delivery, and professional conduct.

2. Scope

This policy applies to:

- All CinePath employees, contractors, and consultants.
- Applicants for employment or partnership.
- Suppliers, clients, and partners working with CinePath.

It extends across all CinePath business units, including Cine3D, Cine3D Pro, ConveyorPro, and CineDRAW.

3. Core Principles

CinePath Ltd is committed to:

- Providing equal opportunity in employment and advancement.
- Ensuring decisions are made based on merit, qualifications, and performance, not personal characteristics.
- Maintaining an inclusive workplace free from discrimination, harassment, or victimisation.
- Encouraging diversity of thought, background, and experience across all levels of the organisation.

4. Protected Characteristics

CinePath prohibits discrimination or unfair treatment based on any of the following characteristics:

- Age
- Disability
- Gender or gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, nationality, or ethnic origin
- Religion or belief
- Sexual orientation

These protections apply to all recruitment, employment, training, pay, promotion, and dismissal decisions.

5. Recruitment and Employment Practices

All recruitment and promotion processes are designed to ensure fairness and accessibility.

- Job descriptions and advertisements use inclusive language.
- Selection criteria are based solely on ability and job requirements.
- Reasonable adjustments are provided for applicants or employees with disabilities.

6. Training and Awareness

CinePath provides equality, diversity, and anti-discrimination awareness training to all staff.

Training ensures employees understand their rights and responsibilities under this policy and UK law.

7. Workplace Conduct and Zero Tolerance

CinePath maintains a zero-tolerance approach toward bullying, harassment, or discriminatory behaviour.

All employees are expected to uphold the values of respect, professionalism, and inclusivity.

Breaches of this policy may result in disciplinary action, up to and including termination of employment or contract.

8. Reporting and Resolution

Anyone who experiences or witnesses discrimination, harassment, or unfair treatment should report the incident immediately to:

Email: legal@cinopath.co.uk

Reports will be treated confidentially and investigated promptly. CinePath will not tolerate retaliation against any individual who raises a concern in good faith.

9. Continuous Improvement

CinePath reviews its EDI practices annually and updates this policy as needed to ensure compliance with legislation and best practice.

10. Governing Law

This Policy is governed by the laws of England and Wales, and any disputes shall be subject to the exclusive jurisdiction of the courts of England and Wales.