

EDI (Equality, Diversity and Inclusion) Policy Statement.

Abacus Lighting is committed to implementing and maintaining equal opportunities, fair treatment and a diverse workforce. Please see the details provided below:

- **Company Policies: What policies do you have in place to promote equality, diversity, and inclusion?**

See attached P5 - Q7 Diversity & Harassment Policy Issue 5.pdf

- **Staff Diversity: How does your organisation measure and report on the diversity of its workforce?**

Currently, Abacus Lighting has no legal requirement to report on the diversity of its workforce, as fewer than 2% of the workforce have diverse needs.

- **Employee Training: What training is provided to your staff on equality, diversity, and inclusion?**

Each staff member is provided with our equality and diversity policy when joining the company and any updates are passed down from management to staff members as and when they occur.

- **Supply Chain Inclusion: Do you have programs or policies in place to encourage inclusive procurement practices in your supply chain?**

Our suppliers are assessed at the point at which they become part of our supply chain.

- **Compliance and Reporting: How do you ensure compliance with relevant equality legislation?**

Abacus Lighting is an SME, so no mandatory reporting is required. If reporting becomes compulsory, we would take the necessary steps to comply with equality legislation.

- **Accessibility: What steps are taken to ensure your workplaces are accessible and inclusive for all staff and your supply chain?**

All welfare areas are on the ground floor. Awareness of employee needs is assessed at employment induction, and reasonable workplace adjustments are made where necessary.