

1. Purpose

ZedAxis Engineering Solutions is committed to fostering a diverse, inclusive, and equitable work environment. We recognize talent, dedication, and perseverance, ensuring that every employee and job applicant is treated fairly, without discrimination. Our company does not tolerate any form of bias based on nationality, ethnic origin, race, color, religion, gender, marital status, pregnancy, gender identity, sexual orientation, disability, or age.

This policy ensures that all employment decisions, including recruitment, promotions, training, and compensation, are based purely on merit and job-related criteria.

2. Applicability & Scope

This policy applies to all employees, job applicants, contractors, and business partners associated with ZedAxis Engineering Solutions across all locations, including corporate offices, project sites, and manufacturing facilities.

3. Responsibilities

3.1 ZedAxis Engineering Solutions as an Employer

- Provides equal opportunities in all aspects of employment.

- Ensures all employees and managers understand and uphold equal opportunity principles.

- Investigates any complaints of discrimination thoroughly and fairly.

- Reviews hiring, training, and promotion processes to eliminate potential biases.

3.2 Employee Responsibilities

- Commit to creating an inclusive and respectful workplace.

- Avoid engaging in or encouraging discriminatory behavior.

- Report any observed discrimination to management.

- Support colleagues in upholding a culture of fairness and equality.

4. Policy Framework

ZedAxis Engineering Solutions guarantees:

- ☒ Fair Hiring Practices – All recruitment and promotion decisions are based on skills, experience, and qualifications.

- ☒ Workplace Equality – Every employee has an equal opportunity to grow and succeed in their career.
- ☒ Zero Discrimination – No individual faces differential treatment due to race, gender, disability, or any other protected characteristic.
- ☒ Open Reporting & Grievance Mechanism – Employees can report discrimination concerns confidentially without fear of retaliation.

Any employee experiencing or witnessing discrimination may file a complaint directly with the HR department at stella@thewe-design.co.uk.

At ZedAxis Engineering Solutions, we believe that diversity drives innovation. We remain committed to ensuring a workplace where every individual is valued and respected.