

## **Anti-discrimination statement**

Naylor Nutrition Group Limited is a food manufacturing and processing company registered in England and Wales with reg. number 13210799 located in Spalding, England.

Naylor Nutrition is firmly committed to maintaining a culture of diversity, inclusion and equality in all aspects of life, nurturing everyone's ability to thrive in a non-hostile environment, regardless of race, religion, age, sex and gender identity, sexual orientation, marital status, pregnancy and fertility status, disability and neurodiversity, and other protected characteristics if any. We take pride in the diversity of our thoughts, origins, and experiences, and we vigorously oppose any forms of prejudice.

We enforce the legal protections from discrimination enforced by the Equality Act 2010 in all the possible areas, including but not limited to: the work environment, our consumers, and in our recruitment process (see our equal opportunities policy [HERE](#)(Hyperlinked)).

Naylor Nutrition recognises the following forms of discrimination:

- Direct discrimination – treating someone with a protected characteristic or different circumstances less favourably than others.
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage.
- Harassment – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone's dignity or creates an intimidating, hostile, degrading or offensive environment for them.
- Victimisation – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination under the Equality Act 2010.

We also protect fight against discrimination that stems from being associated with someone who has a protected characteristic, for example a family member or friend, or you've complained about discrimination or supported someone else's claim.

If you are feeling at a disadvantage or have particular needs in regard to our business please don't hesitate to forward all of your proposals or concerns to our Compliance Officer.

Our grievance policy: [URL](#)

Last reviewed on : xx.xx.20xx



**Next formal review will take place no later than two years from the date of the last review.**