



SIMPLICITYHUB LTD

EQUALITY, DIVERSITY & INCLUSION POLICY

Effective date: 10 March 2026 • Review date: 10 March 2027

1. Purpose and scope

This policy sets out SimplicityHub Ltd's commitment to fair, respectful and inclusive business practices. It applies to the owner/director and, where relevant, contractors, freelancers, suppliers, service providers and other business partners. It is proportionate to the size and nature of SimplicityHub Ltd as an owner-operated online education and digital products business.

2. Commitment to equality

SimplicityHub Ltd is committed to treating people fairly, respectfully and without unlawful discrimination. The company will not tolerate discrimination, harassment, bullying or victimisation in its business relationships or service delivery.

3. Protected characteristics

The company recognises the protected characteristics covered by the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

4. Customers and learners

SimplicityHub Ltd aims to provide its online education services and digital products in a fair and accessible manner. The company will seek to avoid unnecessary barriers to participation and will consider reasonable accessibility needs where these are brought to its attention and are reasonably practicable to address.

5. Suppliers and business partners

Suppliers, contractors and other business partners are expected to conduct themselves professionally and to comply with applicable equality, anti-discrimination and employment laws. The company will not knowingly support discriminatory or abusive practices in its supply chain.

6. Recruitment and working relationships

As an owner-operated business, SimplicityHub Ltd does not currently employ staff. If employees, contractors or other personnel are engaged in future, decisions concerning recruitment, engagement, development and termination will be made fairly and without unlawful discrimination.

7. Harassment, bullying and victimisation

Unwanted conduct, harassment, bullying or retaliation against a person for raising a genuine equality concern will not be accepted. Concerns will be considered promptly and dealt with appropriately.

8. Reporting concerns

Concerns about discrimination, harassment, accessibility or other equality issues should be raised with the owner/director of SimplicityHub Ltd using support@simplicityhub.co.uk. Concerns will be considered fairly and confidentially as far as reasonably practicable.

9. Responsibility

Overall responsibility for this policy rests with the owner/director of SimplicityHub Ltd. Given the size of the business, equality and inclusion responsibilities are managed directly by the owner/director.

10. Review and approval

This policy takes effect on 10 March 2026 and will be reviewed at least annually, or sooner if there is a material change to the business or relevant legal requirements. Next scheduled review: 10 March 2027.

Approval

Approved by: Owner / Director, SimplicityHub Ltd

Date: 10 March 2026