

Equality Diversity and Inclusion Policy

Public summary | POL-24 | Version 2026.10.23

Reviewed and approved 23 October 2026 | Approved by the Managing Director

Soniclean (South Yorkshire) Limited is committed to fair treatment, dignity and equal opportunity in work and service delivery. We do not tolerate unlawful discrimination, harassment, bullying or victimisation.

Fair decisions and access

Our full policy covers recruitment, work allocation, training, reasonable adjustments, third-party behaviour, complaints and fair investigation. Decisions must reflect relevant requirements and individual circumstances.

Responsibility and concerns

The directors oversee implementation through our quality management system. People can raise concerns privately with either active director and are protected from retaliation. We handle personal information carefully and review whether our arrangements are working.

Your rights

This summary explains our commitments. It does not limit statutory rights or replace the full policy and applicable procedures.

Questions and concerns

Policy enquiries: compliance@soniclean.co.uk | 0114 437 2337

Ask for a director. If a concern involves one director, contact the other directly or use an appropriate external reporting route.

This is a summary of POL-24, version 2026.10.23. The full policy provides the responsibilities and procedures. Next scheduled review 23 October 2027.