

Equality and Diversity Policy

Policy statement

Two Hat Software Ltd is committed to equality, diversity and inclusion. We treat everyone we work with fairly and with respect, and we do not tolerate discrimination, harassment or victimisation. We comply with the Equality Act 2010.

Scope

This policy covers how we treat:

- clients and their staff
- suppliers
- anyone we engage, such as substitutes and subcontractors
- anyone we may employ in future
- anyone who uses our website or services

Protected characteristics

We do not discriminate on the grounds of any protected characteristic under the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race, including colour, nationality and ethnic or national origin
- religion or belief
- sex
- sexual orientation

What we do

- **Engaging people.** We choose subcontractors, substitutes and any future employees on merit, using objective criteria related to the work.
- **Respect.** We treat everyone we work with courteously and professionally, and we challenge discriminatory language and behaviour.
- **Adjustments.** We make reasonable adjustments so that disabled people can work with us and use our services.
- **Accessibility.** We build our website and the software we deliver to recognised accessibility standards, and we aim to meet WCAG 2.2 level AA.
- **Suppliers.** We expect our suppliers and subcontractors to share these standards.

Raising concerns

Anyone who believes they have been treated unfairly in connection with our business can raise it with the director at admin@twohatsoftware.co.uk. We will look into it promptly and fairly, and we will not tolerate anyone being treated badly because they raised a concern in good faith.

Responsibility and review

The director, George Dennington, is responsible for this policy and for making sure it is followed. It is reviewed at least once a year.

This policy took effect on 3 October 2026.

Two Hat Software Ltd is registered in England and Wales, company number 17490460.

Registered office: Apartment 6, 89 Parade, Leamington Spa, England, CV32 4NL.

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