

Stirling Media Ltd.

EQUAL OPPORTUNITIES POLICY

Company number: 08720963

Date: 11 August 2026

Approved by: The Directors of Stirling Media Ltd.

Review date: 11 August 2026

1. Statement

Stirling Media Limited (The Company) is committed to providing equal opportunities and to treating people fairly, with dignity and respect.

As a small media and communications company working primarily with and for the manufacturing, engineering and technology sectors, the company recognises the value of a diverse range of skills, experience, perspectives and backgrounds.

The Company is committed to making decisions on the basis of **merit, suitability, ability, experience and the requirements of the work**, without unfair discrimination, prejudice or bias.

2. Scope

This policy applies to the Company's:

- employee(s) and Directors;
- recruitment and employment decisions;
- freelance workers and contractors;
- suppliers and service providers;
- consultants and other professional advisers; and
- selection of individuals and organisations to support Company events, conferences, publications and other projects.

The Company expects organisations and individuals working on its behalf to act consistently with the principles set out in this policy.

3. Equal Opportunities

Stirling Media Limited will not unfairly discriminate against any person on the basis of a protected characteristic under the Equality Act 2010, including:

- age; disability; gender reassignment; marital status including civil partnership; pregnancy or maternity; race, including ethnic or national origin; religion or belief;
- gender; or sexual orientation.

The Company will also seek to ensure that decisions are not unfairly influenced by a person's social, educational or economic background.

The Company will make reasonable adjustments where required to support disabled employees, applicants and others participating in relevant Company activities.

4. Recruitment and Employment

Where the Company recruits employees, or engages individuals on a continuing basis, selection will be based on the skills, qualifications, experience, ability and other requirements relevant to the role.

The Company will not favour or reject an individual because of their ethnic background, social or economic circumstances, gender, age, disability, religion, sexual orientation or any other protected characteristic.

Because Stirling Media is a microbusiness, recruitment opportunities are necessarily limited. Where a position does arise, the Company will nevertheless seek to ensure that the selection process is fair and based on the requirements of the role.

5. Freelancers, Contractors and Suppliers

Stirling Media frequently uses freelance workers, contractors and external suppliers to support the production of events, conferences, films and videos, publications, media content and other projects.

The Company will select such individuals and organisations on the basis of relevant:

- skills and expertise;
- experience;
- quality of work;
- reliability;
- availability;
- suitability for the particular assignment; and

- value for money

The Company will not exclude or favour freelancers, contractors or suppliers because of their ethnic or socio-economic background or because of any other protected characteristic.

The Company seeks to maintain a broad and diverse pool of freelance and supplier talent and will consider new suppliers and freelancers on their merits.

6. Events, Publications and External Participants

When selecting speakers, contributors, event personnel, writers, photographers, production specialists and other participants in Company projects, Stirling Media will seek to make decisions based on the relevance of the individual's expertise, experience and suitability for the particular activity.

The Company will seek to avoid unnecessary barriers to participation and will consider reasonable adjustments where appropriate.

The Company will also deliberately seek to balance speakers in a conference or event to include speakers of different genders and ethnic backgrounds, while applying a meritocratic principle as well.

7. Responsibilities

The Directors are responsible for implementing this policy and for ensuring that Company decisions are made fairly and consistently with the principles set out above.

All employees, freelancers, contractors and other people working on behalf of the Company are expected to treat colleagues, clients, suppliers, partners and other participants fairly and respectfully.

Any concern about unfair discrimination or treatment should be raised with a Director.

8. Review

Because Stirling Media Limited is a microbusiness, the Company will keep this policy proportionate to its size and activities.

The Directors will review the policy periodically and amend it where appropriate to reflect changes in the Company's activities or applicable legislation.

Approved by the Directors of Stirling Media Limited

Date: 11 August 2026

Director: William Stirling



Signature: _____

Director: Caroline Stirling



Signature:

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