

Title	Policy on Equality, Diversity and Inclusion
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## Document purpose and scope

This document sets out the **Equality, Diversity and Inclusion (EDI) Policy** for **Coastal Geohazards Experts Ltd** (“CGE”). It applies to all company activities, including digital publishing, educational content creation, media production, public engagement, and collaboration with partners or contributors.

The policy covers:

- the Founder
- contractors, freelancers, and collaborators
- any third-party organisations acting on behalf of CGE

CGE is committed to fostering an inclusive, respectful, and equitable environment in all aspects of its work. This policy will be reviewed annually and made available to relevant stakeholders.

## Aim

The aim of this policy is to:

- promote equality of opportunity
- prevent discrimination, harassment, and victimisation
- ensure that CGE’s content, communications, and partnerships reflect inclusive values
- support a culture where everyone is treated with dignity and respect

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- embed EDI principles into decision-making, procurement, and public-facing outputs

CGE recognises the importance of diversity in strengthening creativity, insight, and public trust.

### Policy statement

CGE is committed to creating and maintaining an inclusive environment where all individuals are valued and treated fairly. We will not tolerate discrimination based on:

- age
- disability
- gender identity or expression
- marital or civil partnership status
- pregnancy or maternity
- race, ethnicity, or nationality
- religion or belief
- sex
- sexual orientation
- socio-economic background
- neurodiversity
- or any other protected characteristic under UK law

CGE will:



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- comply with the Equality Act 2010 and all relevant legislation
- ensure that recruitment, collaboration, and partnership decisions are fair and transparent
- promote inclusive language and representation in all content
- challenge discriminatory behaviour or practices
- ensure accessibility considerations are integrated into digital content and platforms

### **Responsibilities**

#### **Founder and Director**

The Founder holds overall responsibility for:

- implementing and reviewing this policy
- ensuring compliance with equality legislation
- promoting an inclusive culture
- addressing concerns or complaints related to discrimination or exclusion
- ensuring collaborators understand their responsibilities

#### **Contractors, freelancers, and collaborators**

Anyone working with CGE must:

- treat others with dignity and respect
- avoid discriminatory behaviour or language
- follow inclusive practices in content creation and communication
- report concerns or incidents to the Founder

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### Suppliers and partners

CGE expects suppliers and partners to:

- uphold inclusive and non-discriminatory practices
- demonstrate ethical and fair treatment of their workforce
- align with CGE's values and commitments

### Implementation

CGE will implement this policy through the following measures, proportionate to its size and digital operations:

#### Inclusive culture

CGE will foster a culture that values diversity, encourages open dialogue, and promotes respect in all interactions.

#### Fair and transparent recruitment and collaboration

Although CGE operates primarily through freelance and project-based work, we will:

- ensure fair selection processes
- avoid bias in decision-making
- provide equal opportunities for contributors and collaborators

#### Accessible and inclusive content

CGE will:

- use inclusive language and imagery



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- ensure digital content is accessible where reasonably possible (e.g., alt text, clear structure, readable formats)
- avoid stereotypes or exclusionary narratives
- represent diverse perspectives in public-facing materials

### **Training and awareness**

CGE will ensure that:

- collaborators understand EDI expectations
- guidance is provided on inclusive communication and behaviour
- awareness of unconscious bias is encouraged

### **Reporting and addressing concerns**

CGE encourages anyone working with the company to raise concerns about discrimination, harassment, or exclusion. The Founder will:

- investigate concerns promptly
- take appropriate action
- ensure no one is victimised for raising an issue

### **Continuous improvement**

CGE will:

- review this policy annually
- monitor the inclusivity of its content and practices
- update procedures in line with evolving best practice

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**Approval**

This policy is approved by:

**Founder & Director** Coastal Geohazards Experts Ltd on 04/02/2026



**Andres Payo**

Director