

Equality and diversity policy

OWNER: AMRIT KHAREL, DIRECTOR, UK OPERATIONS

LAST REVIEWED: SEPTEMBER 2026

NEXT REVIEW: SEPTEMBER 2027

Purpose

Kyros Software Ltd (Co. 16915277) is committed to promoting equality and diversity in all aspects of our work. This policy sets out our approach to ensuring a fair, inclusive and respectful working environment.

Scope

This policy applies to all staff, contractors, job applicants and anyone working on behalf of the company. It covers all aspects of employment including recruitment, terms and conditions, development, promotion and termination.

Legal framework

This policy is aligned with the Equality Act 2010. We do not discriminate on the basis of any protected characteristic:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Recruitment

Job adverts use inclusive language and are published on open platforms.

Selection is based on skills, experience and potential. We do not require a university degree unless genuinely necessary for the role.

We make reasonable adjustments to the recruitment process for candidates with disabilities.

Interview panels consider candidates fairly against published criteria.

Workplace conduct

Bullying, harassment and victimisation are not tolerated and will be treated as disciplinary matters.

All staff are expected to treat colleagues, clients and partners with dignity and respect.

We support flexible working arrangements that help staff balance work with personal circumstances, including caring responsibilities and disabilities.

Inclusive design

As a software company, we recognise that our products affect a wide range of users:

We design services to meet WCAG 2.2 AA as a minimum.

We test with assistive technologies and consider diverse user needs in our design process.

We challenge assumptions about users throughout the design and development process.

Training

All staff receive equality and diversity awareness training on joining and as part of annual refresher training. This includes recognising unconscious bias, understanding protected characteristics and knowing how to report concerns.

Complaints

Anyone who believes they have experienced or witnessed discrimination, harassment or victimisation should raise the matter with the Director.

Complaints will be investigated promptly and fairly. Retaliation against anyone who raises a complaint in good faith will not be tolerated.

External reporting options include ACAS (Advisory, Conciliation and Arbitration Service) and the Equality and Human Rights Commission.

Monitoring

We monitor our workforce composition and recruitment outcomes to identify and address any areas of concern. As a micro company, we do so proportionately.

Review

This policy is reviewed annually. The next review is due September 2027.