



Equality & Diversity Statement - November 2023

On behalf of Avro Health Ltd, I can confirm that our business does not in any way discriminate between individuals or groups thereof, be it based on:

- Gender
- Age
- Sexual orientation
- Race
- Religion
- Cultural background
- Political beliefs
- Wealth or perceived wealth
- Appearance
- Disabilities, or
- any other prejudices

Whilst Avro Health Ltd is a small organisation at present, our owners, management, employees and contractors comprise females & males of various ethnicities & backgrounds.

Avro Health Ltd believes firmly in a person's or people's abilities, qualifications, experience and work ethics, and does not make decisions - either positively or negatively - based upon other factors.

As and when we expand as a business, we will be looking for staff, business associates & partners, subcontractors and so forth who can demonstrate similar values and beliefs to our own. We will not be basing any decisions now or in the future on prejudices of any kind.

We consider ourselves an equal opportunities employer and select all staff, partners & contractors - and form business relationships - based on ability, suitability, qualifications for the tasks at hand and other business-focused factors, such as cost, availability, recommendations and more.

Ian Lindsay-Watson
Shareholder & General Manager
Avro Health Ltd