

EQUALITY, DIVERSITY & INCLUSION POLICY

1. POLICY STATEMENT

BUEA Academy is committed to encouraging equality, diversity, and inclusion among our workforce and learners, and eliminating unlawful discrimination. It is the policy of this Academy to create a training environment where individual differences and the contributions of all staff and learners are recognized and valued. We believe that a diverse perspective enriches the learning experience, particularly in the global field of **Occupational Health & Safety**.

2. CORE OBJECTIVES

In all operations across the **United Kingdom** and the **Kingdom of Saudi Arabia**, BUEA Academy pledges to:

- **Promote Equity:** Provide equal opportunities for all learners to access our professional certifications and support services.
- **Eliminate Discrimination:** Ensure that no person is treated less favorably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (in accordance with the **UK Equality Act 2010**).
- **Cultural Respect:** Respect the local customs, traditions, and religious practices of the **Kingdom of Saudi Arabia** in alignment with the **KSA Labor Law** and **Vision 2030** social pillars.
- **Inclusive Learning:** Adapt our teaching materials and assessment methods to support learners with different learning needs or physical disabilities.

3. COMMITMENTS TO ACTION

To bring this policy to life, BUEA Academy will:

- **Fair Admissions:** Use objective criteria for learner enrollment and staff recruitment to ensure the best talent is selected without bias.
- **Reasonable Adjustments:** Provide support (such as extra time, modified materials, or accessible venues) for learners with documented disabilities to ensure they can compete on an equal footing.
- **Zero Tolerance for Harassment:** Strictly prohibit bullying, harassment, or victimization. Any such behavior will be treated as serious misconduct.
- **Multilingual Support:** Acknowledge the diverse linguistic backgrounds of our HSE students by providing clear communication in **English, Arabic, and Urdu**.



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4. JURISDICTIONAL HARMONY

- **United Kingdom:** Fully compliant with the **Equality Act 2010** and the **Human Rights Act 1998**.
- **Kingdom of Saudi Arabia:** Aligned with the **Ministry of Human Resources and Social Development (MHRSD)** regulations regarding workplace dignity and the promotion of "Nationalization" (Saudization) through inclusive training.

5. RESPONSIBILITY & ACCOUNTABILITY

Every member of the BUEA Academy team from the Board of Directors to individual Trainers has a responsibility to uphold this policy. The **Quality Assurance Manager** is tasked with monitoring the impact of this policy and conducting an annual review of our EDI performance.

Chief Executive Officer / Director BUEA Academy

Effective Date: 01 Jan 2026

Review Date: 07 April 2027

Document Ref: BUEA-POL-DLP-001

