



Equal Opportunities / Diversity and Inclusion Policy

It is the policy of Kilmarnock Football Club (“the Company”) and any subsidiary and associated companies to treat all job applicants, employees and workers in the same way, regardless of age, sex, sexual orientation, race, ethnicity or nationality, religion or belief, disability, pregnancy and maternity, marriage and civil partnership and gender reassignment, or any recognised Protected characteristic under the Equality Act 2010, or due to any membership or non-membership of a Trade Union or any other basis prohibited by law to ensure that all employees are treated fairly and equally.

The Company is committed to ensuring zero tolerance within the framework of the law and in accordance with best practice, that its workplaces are free from unlawful discrimination, to ensure that its employees achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria.

Purpose

The purpose of this policy statement is to record and inform all employees and third parties with whom the Company may deal of the Company’s intention to ensure that all HR policies, procedures and activities are in full compliance with all current applicable employment legislation and with all Codes of Practice issued by the relevant bodies.

Scope

This policy applies to employees, volunteers and applicants.

Discrimination

Employees must not unlawfully discriminate against or harass other people including current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with fans, other Club officials, suppliers or other work-related contacts), and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

Direct discrimination: treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious views or because they might be gay.

Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.

Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Implementing Equality of Opportunity

All recruitment and employment decisions will be made based on fair and objectively justifiable criteria, details of which are available from the Board of Directors. All advertisements for positions within the Company will conform to the requirements of this Policy. Employment decisions will be based solely upon an individual's qualifications, skill, experience and suitability. The Company's selection procedures will be reviewed from time to time to ensure that they are appropriate for achieving these stated objectives and for avoiding unlawful discrimination.

Job specifications will be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary.

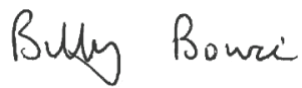
The requirements of job applications, and of existing members of staff who have or have had a disability, will be reviewed to ensure that wherever possible reasonable adjustments are made to enable them to enter or remain in employment with the Company.

Promotion opportunities, benefits and facilities of employment, will not be unreasonably limited and every reasonable effort will be made to ensure that disabled employees may participate fully in the workplace.

Document Owner and Approval

A current version of this document is available to all staff members and published on the Club's Shared Drive.

This policy was reviewed and approved by the Chair and is issued on a version-controlled basis under his signature.

A handwritten signature in black ink that reads "Billy Bowie". The signature is written in a cursive style with a large, stylized 'B' and 'W'.

Name: BILLY BOWIE

Date : 4 February 2025