

Our Commitment to Equality & Inclusion

Last reviewed: 05.01.2026

At Honch, we are committed to creating a fair, inclusive and respectful working environment. We ensure our approach aligns with the requirements of the Equality Act 2010 and applies to all aspects of our business, including recruitment, development and day-to-day working practices.

Our Principles

- **Equal Opportunity:** We provide equal opportunities for all employees, workers, clients and partners.
 - **Zero Tolerance for Discrimination:** We do not tolerate discrimination, harassment or victimisation in any form.
 - **Inclusive Culture:** We aim to create an environment where everyone feels respected and able to contribute.
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Protected Characteristics

Our policy applies to all protected characteristics under the Equality Act 2010, including:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
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How This Applies in Practice

- Recruitment and promotion decisions are based on merit and capability
 - We make reasonable adjustments to support individuals where required
 - All team members are expected to treat others with dignity and respect
 - Any concerns or issues are taken seriously and addressed promptly
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Our Approach

We are a small team, but we take equality seriously. Everyone at Honch shares responsibility for maintaining a fair and inclusive workplace.