



Equality and Diversity Policy

Policy Statement

Goldsmiths is committed to promoting equality, diversity and inclusion in all aspects of its business activities. We recognise that a diverse workforce and inclusive culture contribute to better decision-making, improved client service, and a positive working environment.

We are committed to providing equal opportunities and ensuring that no employee, worker, applicant, client, contractor or visitor is treated less favourably because of:

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

Our Commitment

We will:

- Treat all individuals with dignity, fairness and respect.
- Provide equal access to employment, training, development and promotion opportunities.
- Make recruitment and selection decisions based on merit, qualifications and business needs.
- Create a working environment free from discrimination, harassment, bullying and victimisation.
- Encourage a culture where individual differences are valued and respected.

CHARTERED SURVEYORS

Partners: Paul A. Goldsmith FRICS
Charles W. Parkhouse AssocRICS



- Comply with the requirements of the Equality Act 2010 and other relevant legislation.

Responsibilities

All employees and representatives of the company are responsible for upholding this policy and contributing to an inclusive and respectful workplace.

Any concerns relating to discrimination, harassment or unequal treatment will be taken seriously and dealt with promptly and appropriately.

Monitoring and Review

This policy will be reviewed periodically to ensure it remains effective, relevant and compliant with current legislation.

Approved by: _____

Paul Goldsmiths – FRICS

Position: Partner

Date: 5th March 2026