# Equality, diversity and inclusion policy

Input IT Limited, trading as Lockdown Alert. Issued 19 October 2026. Reviewed annually; next review October 2027. Applies to directors, employees, contractors, job applicants, customers and suppliers.

## 1. Our commitment

Input IT Limited is committed to equal treatment and opportunity for everyone who works for it, applies to it, buys from it or supplies it. We do not discriminate, harass or victimise anyone because of a protected characteristic under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## 2. In employment

- Recruitment, pay, training, promotion and dismissal are decided on ability, performance and business need only.
- Reasonable adjustments are made for disabled staff and applicants, and remote and flexible working is the norm.
- Harassment and bullying are treated as misconduct, whoever the victim and whoever the perpetrator.
- Complaints are heard promptly and in confidence by the director, and no one suffers for raising one in good faith.

## 3. In our product and our service

- Lockdown Alert is designed to be usable by everyone: alerts are visual as well as audible, so staff who cannot hear a siren still see the message, and staff who cannot see a screen still hear it.
- The portal follows web accessibility practice (keyboard operation, contrast, labels for screen readers) and we fix accessibility problems that customers report as priority defects.
- Support is given to every customer to the same standard, in plain English.

## 4. With suppliers and partners

We expect our suppliers and distribution partners to hold to the same standard, and we would end a relationship with one that discriminated unlawfully.

## 5. Responsibility

The director is responsible for this policy, for keeping it under review and for dealing with any complaint under it. Concerns may be raised at support@lockdownalert.co.uk.

## Approval

The board of Input IT Limited adopted this policy and it is signed on the board's behalf by Chris Jakubowski, Director. Issued 19 October 2026. Reviewed annually; next review October 2027.

Questions about this policy: support@lockdownalert.co.uk.