



Flamingo Business Diversity, Equity & Inclusion (DEI) Policies

At the Flamingo Awards, we are committed to celebrating and empowering individuals from all walks of life. We believe diversity strengthens our community and enriches the recognition of excellence. This document outlines our key DEI policies.

1. Inclusion Policy

We welcome and celebrate people of all ages, races, ethnicities, genders, sexual orientations, abilities, religions, and socio-economic backgrounds. Our judging process is fair, transparent, and free from bias. We are committed to making our awards process and events accessible and encourage nominees and guests to inform us of any additional needs so we can provide appropriate support. We do not tolerate discrimination, harassment, or exclusionary behaviour.

2. Accessibility Policy

We aim to make our awards fully accessible, including venue accessibility, materials, and support for attendees. We provide adjustments for individuals with additional needs, such as reserved seating or dietary requirements. Communications and event materials will be made available in accessible formats wherever possible.

3. Equal Opportunities Policy

All individuals have equal access to enter, be judged, and win awards without discrimination. We actively seek to remove barriers and ensure fairness in all aspects of the awards process.

4. Anti-Harassment / Anti-Bullying Policy

We maintain a zero-tolerance approach to harassment or bullying. All participants, judges, staff, sponsors, and attendees are expected to treat others with respect. Any breach of this policy may result in removal from the event and, where appropriate, barring from future participation.

5. Code of Conduct

Participants, nominees, judges, sponsors, and guests are expected to:

- Treat all individuals with courtesy, kindness, and respect.
- Celebrate diversity and avoid discriminatory language or behaviour.
- Refrain from harassment, bullying, or unwanted attention.
- Respect the integrity of the judging process.
- Support a safe and inclusive environment where everyone feels welcome.

6. Safeguarding Policy (if relevant)

For events involving young people or vulnerable adults, we take safeguarding seriously and implement appropriate measures to protect their wellbeing. This includes trained staff, clear reporting procedures, and designated safeguarding officers.

7. DEI Statement / Commitment

We are committed to continuous improvement in diversity, equity, and inclusion. Our policies are regularly reviewed and updated, and we encourage feedback from participants. For any DEI-related queries or support requests, please contact us at:

support@flamingobusiness.co.uk

Flamingo Business Awards – Celebrating Excellence for Everyone!