

Diversity Impact Assessment – July 24

Conducted by: Helen Lamb, Director, Viamed Group of Companies (Viamed Ltd, Vandagraph Ltd, Vandagraph Sensor Technologies - VST Ltd)

Areas Examined:

- Pay
- Discipline
- Management Distribution
- Bonuses/Commissions
- Staffing Distribution
- Sex
- Ethnicity
- Sexual Orientation
- Disability
- Age
- Religion/Beliefs

Pay:

- Equal pay across all company levels, including directors.
- All salaries are maintained above the national living wage.
- Pay equity is maintained across different age groups within the company.

Discipline:

- No disciplinary actions recorded in the past 12 months.

Management Distribution:

- 2 male managers
- 1 female supervisor
- 1 male director
- 2 female directors
- 1 male chairman

Bonuses/Commissions:

- Commissions are uniformly distributed throughout the company.
- No bonuses have been distributed in the last 12 months.

Staffing Distribution:

- Viamed Group of Companies employs 11 female and 9 male staff members.

Sex:

- No incidents of sex discrimination reported.

Ethnicity:

- No incidents of ethnic discrimination reported.

Sexual Orientation:

- No incidents of discrimination based on sexual orientation reported.

Disability:

- Currently, no staff members are registered as disabled, though several have chronic and ongoing health conditions.
- No incidents of discrimination related to disability reported.

Age:

- Staff ages range from 22 to 84 years old.
- No incidents of age discrimination reported.

Religion/Beliefs:

- The company does not collect data on religion or beliefs.
- No incidents of discrimination based on religion or beliefs reported.