NORTH OF ENGLAND INSTITUTE OF
MINING AND MECHANICAL ENGINEERS

FOUNDED 1852
ROYAL CHARTER 1876

NEIMME Equality, Diversity and Inclusion Policy Statement

Approved by: NEIMME Council **Review Date: October 2025**

1. Objective and Scope

To confirm the commitment of NEIMME in relation to their Equality. Diversity and Inclusion responsibilities and duties to all who may be effected by NEIMME activities.

The Trustees being Council members of the Charity and Institute are committed to ensuring that all persons may join Institute events and activities in a welcoming environment and may become members of the Institute as applicable to their expertise. This Policy statement therefore is applicable to existing members, future members as well as non- member, visitors and guests who are welcome and encouraged to participate in or enjoy our regular events.

2. Equality, Inclusion and Diversity Policy Statement

NEIMME will ensure compliance with equality, inclusion and diversity legislation and will:

- promote a welcoming environment and culture.
- offer an open invite for all persons to become members and or join in our activities and events.
- operate with fairness, respect and honesty and strive to provide opportunity and expertise where needed.
- encourage future engineering, science and technology discipline students or potential students to learn from other people's experiences and expertise and offer opportunities for members to design, produce and deliver events for the benefit of themselves and others.