Equality, Diversity & Inclusion Policy

We are committed to promoting equality, diversity and inclusion (EDI) in all aspects of our business. We recognise the value that a diverse workforce and inclusive practices bring to our business and to the communities we serve. This policy sets out our approach in line with the Equality Act 2010 and other relevant UK legislation.

1. Commitment to Equality
We are committed to ensuring that all individuals are treated fairly and with respect, regardless of age, disability, gender, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, or sexual orientation.

2. Promoting Diversity
We value the benefits of a diverse workforce and encourage applications from people with different backgrounds, perspectives and experiences. We believe diversity enhances creativity, innovation and overall business performance.

3. Inclusion in the Workplace
We aim to create an inclusive environment where everyone feels valued, supported and able to achieve their potential. Bullying, harassment or discrimination of any kind will not be tolerated.

4. Recruitment & Training
Our recruitment practices are designed to ensure fairness and transparency. Training and development opportunities are provided equally to all staff to help them reach their full potential.

5. Supply Chain & Contractors
We expect our suppliers, subcontractors and partners to uphold the same values of equality, diversity and inclusion within their own organisations.

6. Monitoring & Review
This policy is monitored on an ongoing basis and reviewed annually to ensure compliance with legislation and best practice.
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