

I.E.D Installations Ltd - Health and Safety Policy and Procedures



1.1 Equality and Diversity Policy Statement

Vision

I.E.D INSTALLATIONS LTD is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The company recognises the clear business benefits of having a diverse community of clients, staff and supply chain and to this end, is working towards building and maintaining an environment which values diversity.

Policy Statement

I.E.D INSTALLATIONS LTD believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, I.E.D INSTALLATIONS LTD will aim to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, marital status, race, disability, gender, sexual orientation or transgender status, religion, belief, language, social/economic background or any other inappropriate distinction.
- It affords all individuals and employees the opportunity to fulfil their potential;
- It promotes an inclusive and supportive environment for staff and visitors;
- In hiring Sub-Contractors and other third parties, I.E.D INSTALLATIONS LTD will be mindful of its commitment to diversity.
- It recognises the varied contributions to the achievement of I.E.D INSTALLATIONS LTD mission made by individuals from diverse backgrounds and with a wide range of experiences.

Scope of the Policy

This policy applies to all employees, sub-contractors, Clients and visitors, together with the supply chain contracted to work at or for the company.

Aims of the Policy and Underpinning Principles

The aim of this policy is to ensure that in carrying out its activities I.E.D INSTALLATIONS LTD will have due regard to:

- Promoting equality of opportunity, across all the activities of the company
- Promoting good relations between people of diverse backgrounds
- Eliminating unlawful discrimination

This policy is guided by the following principles, that:

- All employees, sub-contractors, visitors and supply chain should enjoy a safe environment free from discrimination (direct or indirect) harassment, victimisation or bullying.
- Direct discrimination is treating a person less favourably because of a particular personal characteristic.
- Indirect discrimination is applying a criteria or practice equally to all people but which has the effect of disadvantaging one group of people.

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- Harassment is unwanted behaviour which affects the dignity of others.
- Victimisation is treating a person less favourably because they have asserted their rights under this policy or equality legislation (i.e. made, or assisted with, a complaint).
- Bullying is unwanted behaviour, normally related to an abuse of power, which is intended to injure the recipient. Bullying is only prohibited by law where it takes place on one of the grounds listed above, in which case is legally defined as harassment. However, the company treats all bullying as a disciplinary issue.
- All employees should have equal access to quality services that are made available by I.E.D INSTALLATIONS LTD and its partners.
- All employees should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities.
- All employees should be able to participate fully in the work of the company and celebrate its diversity.
- Employees within the company should reflect the diversity of talent, experience and skills from the pool from which it draws its workforce.
- The company is aware of provisions for positive action and will use if required to redress inequalities and discriminatory practice.
- All relevant stakeholders, including employees and supply chain, have the right to be consulted about I.E.D INSTALLATIONS LTD policy, procedures and practices and are encouraged to contribute to the decision making processes of the company.

Name:

Signature:

Position:

Date: