

## **STATEMENT**

FM CONWAY LTD is committed to promoting equality of opportunity, valuing different contributions, encouraging diversity and creating an inclusive environment in which everyone is fairly treated and respected at work.

Our policy creates a framework that sets the standards for our behaviour with employees, prospective employees, customers, suppliers, sub-contractors and the communities that we serve.

It aims to encourage, value and recognise everyone's contributions regardless of their background. This policy influences other policies, procedures and processes which encompass the full employment life cycle and are consistent with our corporate social responsibilities.

Our Managing Director, Michael Conway, has overall responsibility for ensuring this policy is and other related procedures are implemented. Implementation is managed by Sharon Field, Director of SHEQ.

- We aim to comply with our legal obligations and address any breached of this policy to promote a productive and harmonious workforce.
- We aim to build a workforce that represents the diverse communities we serve, removing barriers to employment for individuals with protected characteristics
- . We will attract, select and recruit the people most suited to specific roles, based on their ability to do the job, irrespective of their background.
- We provide training for all employees, to develop the behaviours and attitudes across our workforce that supports our Equality, Diversity and Corporate Social Responsibilities. We identify and plan other training and development opportunities against current and future needs of the business and these opportunities are available to all employees, regardless of background.

- Our divisional directors, managers and supervisors have a responsibility for ensuring that this policy is fully applied within their teams and challenging any behaviour that contravenes this policy.

- We acknowledge the rights of our workforce and protect our employees and prospective employees from discrimination, victimisation, harassment and unfair treatment, including from 3<sup>rd</sup> parties.

- Individuals are responsible for their own behaviour and our workforce is expected to work alongside clients to deliver services that are safe and effective for all those who live in, work, or travel to the area we serve. Being a good neighbour is important to us and we will encourage a considerate attitude to the delivery of services that may cause disruption or inconvenience to communities

- We engage with the community utilising our Mobile Communications Unit to involve schools and colleges, and other representative organisations to provide work experience and support that potentially increase opportunities for local employment, particularly for those from less represented groups.

- We measure our success for all equality areas and monitor our progress towards year on year improvements.

**External Advice is available through the Equality and Human Rights Commission.**