



## Equality, Diversity & Inclusion Policy

### 1 EQUAL OPPORTUNITIES STATEMENT

- 1.1 Hodgson Sayers Limited are committed to promoting equal opportunities and the Be Fair principals of fairness, inclusion & respect throughout the organisation & to our wider stakeholders.
- 1.2 We expect all of our stakeholders to respect & act in accordance with the policy by protecting all persons from discrimination in accordance with The Equality Act 2010.
- 1.3 Ensuring that all individuals receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ("**Protected Characteristics**").
- 1.4 Hodgson Sayers believe by encouraging diversity & preventing persons being treated less favourably because of a personal characteristic we can assist to improve the image of the construction industry.
- 1.5 In addition we hope to develop creativity & innovation throughout the business with new thinking & fresh ideas, at the same time improving relations in the workplace, our communities & wider society by bringing together a greater skill set, variety of talent with a broader vision & perspective.

### 2 ABOUT THIS POLICY

- 2.1 This policy sets out our approach to equal opportunities and the avoidance of discrimination at work & throughout the business. It applies to all workers including employees, agency workers, temporary workers, consultants, our supply chain & any other third party working on our behalf.
- 2.2 The Managing Director is responsible for this policy and agrees to conform to and enforce company policy and procedures in this area and will report and take appropriate action where they feel that other members of the workforce or third parties have failed to meet the standards expected of them. The Managing Director is responsible to provide any necessary training on equal opportunities.

### 3 CONDUCT

- 3.1 You must not unlawfully discriminate against or harass other people including employees of the company, job applicants, clients, customers, suppliers, other stakeholders, visitors or members of the public. This applies while in the workplace, outside the workplace (when dealing with employees, customers, suppliers or other work-related contacts), and on work-related trips, on events including social events where you are attending as a guest of the company.

- 3.2 The following forms of discrimination are prohibited under this policy and are unlawful:
- 3.2.1 **Direct discrimination:** treating someone less favourably because of a Protected Characteristic.
  - 3.2.2 **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. Such a requirement would be discriminatory unless it can be justified.
  - 3.2.3 **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
  - 3.2.4 **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
  - 3.2.5 **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

#### **4 DISABILITIES**

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what adjustments or support may be appropriate.

#### **5 BREACHES OF THIS POLICY**

- 5.1 We take a strict approach to breaches of this policy. Serious cases of deliberate discrimination may result in the termination of any arrangement with Hodgson Sayers and/or removal from our supply chain.
- 5.2 If you believe that you have suffered discrimination you can raise the matter through our Anti-harassment and Bullying Policy. Complaints will be treated in confidence and investigated as appropriate.
- 5.3 You must not be victimised or retaliated against for complaining about discrimination.



**John Sayers**  
**Managing Director**

**Date Signed:** 10 January 2022  
**Review Date:** 10 January 2023  
**Issue No:** 7