



Equality and Diversity Policy Statement

Introduction

This is a statement of policy by WR Demolition Limited (hereafter called the Company) confirming its intentions, policy and procedures for dealing with equality and diversity.

We are committed to equality of opportunity for all who work with us. We respect and value the diversity of our staff, Sub Contractors, and the employers we serve.

We strive to create a positive working environment where everyone is encouraged to reach their full potential. We will work to remove conditions that place people at a disadvantage and will not tolerate discrimination or harassment on the grounds of ethnicity, nationality, gender, gender identity, marital status, family or caring responsibilities, disability, age, sexual orientation, religion or belief, class or social background, political or trade union activity, unrelated criminal convictions or any other criteria that cannot be shown to be justified.

Training and education plays a key role in overcoming barriers in society and we are committed to increasing opportunities for all. We are committed to inclusion and we strive to ensure all employees and potential employees have access to our working opportunities regardless of their circumstances

We believe that:

- All employees have a right to work with us an equal chance to succeed and realise their potential, free from fear of discrimination or harassment;
- Promoting equality, fairness and diversity benefits everyone and is everyone's responsibility

Equal – means to have the same value

“It does not mean that things have to be the same. A Kilogram of rice is equal to a kilogram of flour but rice is not the same as flour. Imagine a set of scales, if the rice weighs two kilograms and the flour weighs two kilograms, the scales would not be balanced. Equality, therefore implies a state of balance”.

Diverse – means different and varied

“The population of the UK today is diverse. People are different and varied in the way they look, dress, how they behave, what they believe in, where they work and live, which sex they are and how old they are. When there are similarities between people, we say they belong to the same category”. There are a number of social categories which are used for classifying people.

Director: Rory Sweeney

Date: 1/9/17