McNealy Brown LIMITED

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SPECIALIST FABRICATORS • ARCHITECTURAL METALWORKERS • DESIGN & INSTALLATION ENGINEERS

Equality, Diversity & Inclusion Policy

McNealy Brown Limited is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

The policy's purpose is to:

- Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time
- Not unlawfully discriminate against protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- Encourage equality, diversity, and inclusion in the workplace
- Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination.
- Training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.
- Ensuring all staff understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- Make opportunities for training, development and progress available to all staff.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor how the equality, diversity and inclusion policy is working in practice, reviewing it annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by Senior Management.
Details of the organisation's grievance and disciplinary policies and procedures can be found in the Company Handbook. Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Signed: ..... Signed: .....

Vaughan McNealy
Director
23.02.2024

Roland Brown
Director
23.02.2024

Certificate No.5044
ISO 9001 - ISO 14001
ISO 45001 - BS EN 1090