



Equality and Diversity Arrangements

MDD Fabrication & Engineering Limited is committed to promoting equality and diversity in all aspects of its operations. We aim to create a working environment where all individuals are treated with respect and dignity, and where differences are valued. Discrimination, harassment, and victimisation will not be tolerated. We ensure that our policies and practices reflect our commitment to equal opportunities, and we actively promote an inclusive culture that embraces diversity across our workforce and stakeholder relationships.

Equality Policy Statement

MDD Fabrication & Engineering Limited

This document outlines the arrangements made by MDD Fabrication & Engineering Limited to ensure that equality and diversity is embedded within the organization. These arrangements reflect our commitment to fostering an inclusive workplace and complying with relevant legislation and best practices.

Equality and Diversity Measures

1. 1. Equal Opportunity Policy: A formal policy is in place to ensure fair treatment and equal access to opportunities for all employees.
2. 2. Inclusive Recruitment Practices: Recruitment processes are designed to eliminate bias and attract diverse talent.
3. 3. Training and Awareness: Regular training is provided to staff on equality, diversity, and inclusion topics.
4. 4. Anti-Discrimination Measures: Procedures are in place to prevent and address discrimination, harassment, and bullying.
5. 5. Monitoring and Reporting: Workforce diversity is monitored and reported to identify trends and areas for improvement.
6. 6. Reasonable Adjustments: Adjustments are made to accommodate the needs of employees with disabilities or other protected characteristics.
7. 7. Inclusive Culture: Initiatives are promoted to foster a culture of respect, collaboration, and inclusion.
8. 8. Leadership Commitment: Senior management actively supports and champions equality and diversity efforts.

9. 9. Community Engagement: The organization engages with diverse communities and supports inclusive practices externally.

Conclusion

MDD Fabrication & Engineering Limited is dedicated to embedding equality and diversity throughout its operations. These arrangements help create a positive working environment and ensure compliance with legal and ethical standards.

Approval and Signature

Name: __Emanuel Diniz_____

Title: __Director_____

Date: ____11/06/25_____

Signature: _____

A handwritten signature in black ink, appearing to be 'Emanuel Diniz', written over a horizontal line. The signature is stylized with large loops and a long, wavy tail.