



DEJA Services – Equality, Diversity and Inclusion Policy Statement

1. Policy Statement

DEJA services is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our business. We value the contribution of every individual and strive to create a workplace culture where all employees, clients, subcontractors, and stakeholders are treated fairly, with dignity and respect.

We do not tolerate discrimination, harassment, or victimisation of any kind and are dedicated to providing a working environment free from prejudice and bias, where all individuals have equal opportunity to thrive, regardless of their background.

This policy complies with the Equality Act 2010 and supports our wider goal of being a responsible, inclusive employer within the arboriculture and rail industries.

2. Our Commitments

We will:

- Ensure all employment practices—recruitment, training, development, promotion, and pay—are based on merit, skills, and qualifications.
- Foster an inclusive culture that values diverse perspectives, experiences, and ideas.
- Take steps to prevent all forms of unlawful discrimination, including but not limited to:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
- Provide reasonable adjustments for staff and applicants with disabilities or health conditions.
- Promote inclusive communication and training to increase awareness and understanding across all levels of the business.
- Work with subcontractors, suppliers, and partners who share our EDI values.

3. Responsibilities

3.1 Leadership and Management

- Ensure that this policy is implemented and monitored across all departments and job roles.
- Lead by example, embedding EDI principles into day-to-day operations and decision-making.
- Provide clear reporting channels for concerns about discrimination or inequality.

3.2 Employees

- Treat colleagues, clients, and the public with respect and professionalism.
- Be aware of unconscious bias and strive to be inclusive in behaviour and communication.
- Report any concerns or incidents of discrimination or exclusion promptly and without fear of reprisal.

4. Recruitment and Progression

We are committed to:

- Advertising job opportunities openly and accessibly.
- Using fair and inclusive selection processes.
- Ensuring progression and training opportunities are available to all based on merit and potential.

5. Monitoring and Review

- This policy will be reviewed annually and whenever significant changes occur in legislation or the business.
- We will monitor diversity data (where appropriate and lawfully obtained) to ensure fairness and identify opportunities for improvement.
- Feedback from employees and stakeholders will be encouraged to shape future actions and initiatives.

Signed: _____



Managing Director
DEJA Services



Date: ____29.05.2025____