

*RECCE*  
*Site Investigation*

# **DIVERSITY AND INCLUSION POLICY**

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## 1. Statement of Commitment

At RECCE Site Investigation Limited (RECCE-SI), we are committed to fostering a diverse, inclusive, and respectful working environment where everyone feels valued, supported, and able to thrive.

We recognise that a workforce made up of individuals with different backgrounds, perspectives, and experiences strengthens our organisation and helps us deliver better outcomes for clients, communities, and the industry.

## 2. Our Objectives

We aim to:

- Ensure all employees, contractors, clients, and suppliers are treated with dignity and respect.
- Promote a workplace culture that embraces diversity and values difference.
- Prevent discrimination, bullying, or harassment in all forms.
- Support equal access to opportunities for training, progression, and employment.
- Represent the communities we serve through inclusive recruitment and outreach.

## 3. Scope

This policy applies to:

- All RECCE-SI staff, including full-time, part-time, freelance, and temporary employees.
- Directors, consultants, subcontractors, and suppliers engaged by the company.
- All operations and workplace environments under RECCE-SI's control.

## **4. Key Areas of Focus**

### **4.1 Recruitment and Selection**

- Appointments are made on merit, based on skills, qualifications, and potential.
- We advertise roles in ways that reach diverse audiences and remove bias from selection processes.

### **4.2 Inclusive Working Environment**

- We promote flexible working where possible and reasonable adjustments for health or personal needs.
- Training is provided on equality, diversity, and unconscious bias.
- We encourage open dialogue and the safe reporting of concerns.

### **4.3 Leadership and Accountability**

- Directors and managers are responsible for championing inclusive practices within their teams.
- We review workforce demographics, feedback, and performance to identify areas for improvement.

## **5. Protected Characteristics**

In line with the Equality Act 2010, we do not tolerate discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

## 6. Implementation and Review

This policy is communicated to all staff and reviewed annually or in response to legal or organisational changes. All employees have a responsibility to support and uphold its principles.

Craig Barnett

Managing Director

