

Equality, Diversity, and Inclusion Policy

Policy Statement

At Moorland Heritage Limited, we are committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our business operations. We believe that fostering a diverse and inclusive environment is essential to our success as a heritage construction company. Our aim is to create a workplace where everyone feels valued, respected, and empowered to contribute to our shared goals. This policy operates alongside the Company Equal Opportunities Policy, which sets out the Company's legal commitments regarding equality and non-discrimination.

The Purpose

This policy outlines our commitment to:

- Ensuring compliance with UK equality legislation, including the Equality Act 2010.
- Promoting a culture of respect and dignity for all employees, clients, subcontractors, and other stakeholders.
- Eliminating discrimination and encouraging diversity in recruitment, training, and service delivery.
- Providing equal opportunities regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Scope

This policy applies to:

- All employees of Moorland Heritage Limited, including full-time, part-time and temporary basis.
- Contractors, subcontractors, suppliers, and partners working with or on behalf of the company.
- Recruitment, selection, training, promotion, and all other aspects of employment.
- Interactions with clients, customers, and external stakeholders.

Principles

1. **Equality:** Everyone will be treated fairly and with respect. We will provide equal opportunities in all aspects of employment and service delivery.
2. **Diversity:** We value the differences that individuals bring to our company. A diverse workforce enhances creativity, innovation, and problem-solving.
3. **Inclusion:** We are committed to fostering an environment where everyone feels they belong and can achieve their full potential.
4. **Accessibility:** We will make reasonable adjustments to accommodate the needs of individuals with disabilities or specific requirements.

Responsibilities

- **Managing Director and Senior Management Team (SMT):** Ensure the EDI policy is implemented, monitored, and reviewed. Lead by example in promoting EDI principles.
- **Managers and Supervisors:** Foster a respectful and inclusive environment within their teams. Address any concerns or incidents of discrimination or harassment promptly.
- **Employees:** Treat colleagues, clients, and stakeholders with respect. Report any breaches of this policy.
- The Company or appointed competent advisors will provide guidance, training and support on EDI matters where required. They will also Monitor compliance and investigate complaints.

Implementation

1. Recruitment and Selection

- Use fair and inclusive recruitment practices, ensuring that job advertisements and descriptions are free from bias.
- Monitor recruitment outcomes to promote diversity in the workforce.

2. Training and Development

- Provide regular EDI training for all employees.
- Encourage professional growth through equal access to training and development opportunities.

3. Policies and Procedures

- Ensure that company policies and procedures are inclusive and regularly reviewed.
- Maintain a zero-tolerance approach to discrimination, bullying, and harassment.

4. Monitoring and Reporting

- The Company may review workforce information and practices periodically to identify opportunities to promote equality, diversity and inclusion.
- Address any identified barriers to equality and inclusion.

Complaints and Grievances

Employees or stakeholders who believe this policy has been breached should:

1. Raise the issue informally with their line manager or HR.
2. If unresolved, raise the matter formally under the Company Grievance Policy.
3. Be assured that all complaints will be handled promptly, confidentially, and without retaliation.

Contact

For further information or guidance on this policy, please contact the HR department or Sam Eagling Fernandez, Managing Director.

This policy forms part of the Company's wider management system and supports the Equal Opportunities Policy, Customer Care Policy and Disciplinary, Grievance and Capability Policies.

Review

This policy will be reviewed annually to ensure it remains current and effective. Updates will be communicated to all employees and relevant stakeholders.



Sam Eagling Fernandez

Managing Director