



EDIP-01

Version 1

01/04/2025

Equality, Diversity, and Inclusion Policy

C Jones & Sons Limited

Introduction

The purpose of this policy is to ensure that all interested parties (including employees, customers, sub-contractors) at C Jones & Sons Limited will be treated fairly, irrespective of race, gender, religion, disability, sexual orientation and/or age in accordance with the Equality Act 2010. We value a diverse customer base and the individuality and creativity that every worker potentially brings to the workforce: the success of a business depends on people.

Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we do business.

By accessing, recruiting, and developing talent from the widest possible talent pool we can gain an insight into different markets and generate greater creativity in anticipating customer needs.

We will constantly strive to create a productive environment, representative of, and responsive to, different cultures and groups, where everyone has an equal chance to succeed.

Statement of Intent

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving it. Using fair, objective, and innovative employment practices, our aim is to ensure that:

- All employees and potential employees are treated fairly and with respect at all stages of their employment.
- All employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- All employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

Policy aims

- The diversity of the communities we serve is reflected at all levels within our workforce.
- Women and men are duly, and properly represented and rewarded for their contribution at all levels of the organisation through challenging gender stereotypes.
- Supporting employees in balancing their life at work and at home.
- Supporting employees who become pregnant and taking active steps to facilitate their return to work after maternity leave.

Trans-gender status

C Jones & Sons is committed to promoting equality, diversity, and good relations in everything it does - as a community leader, as a provider and commissioner of services, and as an employer.

OWNERS OF BILT. BUILDERS MERCHANT





C JONES & SONS

CONSTRUCTION



Address

Unit 1, Jacks Park, Cinque Ports Rd,
New Romney, Kent TN28 8AN

C Jones & Sons is committed to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through any transitioning process. We will not tolerate discrimination, victimisation, or harassment on the basis of a person's gender identity, gender expression or trans status. We seek to provide a supportive and inclusive environment for trans staff and to create a culture and environment where trans staff are able to thrive and are well supported.

Signed: *Z. Jones*

Date: 01/04/2025

Review Date: 01/04/2026

Zach Jones, Company Director
C Jones & Sons Limited

