

# EQUALITY, DIVERSITY & INCLUSION POLICY

## STATEMENT

### 1 COMMITMENT TO EQUALITY, INCLUSION & HARASSMENT FREE ENVIRONMENT

Vau Construction Ltd is committed to fostering an inclusive environment where every individual feels valued, respected, and supported. We believe that equality, diversity, and inclusion strengthen our company culture, enhance innovation, and improve our service delivery. We comply fully with the Equality Act 2010 and aim to ensure that our workplace is free from all forms of harassment, bullying, and intimidation. Any acts of discrimination, harassment, or victimisation will not be tolerated and may result in disciplinary action, including termination of employment or removal from our approved supplier list. Acts or comments of a physical, verbal, sexual, or racial nature are strictly prohibited.

#### 1.1 EDI Objectives, Values & Commitments

Objectives:

- Cultural Change: Promote attitudes and behaviours that remove barriers to equality, creating a fair, respectful working environment.
- Service Delivery: Ensure communication and information are accessible, preventing misunderstandings or exclusion.
- Employment: Build a workforce representative of diverse communities, providing equal opportunities regardless of race, colour, religion, sex, national origin, age, disability, or marital status.

#### 1.2 Core Beliefs & Commitments:

- Foster cooperation and mutual respect to underpin quality service delivery.
- Value diversity and consider applications from all sectors of the community.
- Ensure recruitment, training, and career development opportunities are open to all based on merit.
- Treat every individual with dignity and respect.
- Provide equal access to training, mentoring, and development opportunities.
- Promote diversity in leadership and decision-making.
- Provide training on equality, diversity, and inclusion for all employees and subcontractors.
- Ensure all communication—internal and external—is inclusive and respectful.
- Offer reasonable adjustments and flexible working arrangements where possible.
- Implement wellbeing initiatives to support the mental and physical health needs of a diverse workforce.
- Regularly monitor and review inclusion initiatives through feedback, surveys, and data analysis.

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### 1.3 Implementing Protection Under the Equality Act 2010

The Act protects nine protected characteristics:

- Age
- Disability
- Sexual orientation
- Religion or belief
- Race
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

No employee, subcontractor, or job applicant will be treated less favourably because of a protected characteristic.

### 1.4 Responsibilities

**As an Employer, Vau Construction will:**

- Promote dignity and respect in the workplace.
- Ensure policies and procedures comply with equality and employment law.
- Make reasonable adjustments for disabled staff.
- Base all recruitment, promotion, and benefits decisions on merit and ability.
- Provide training and progression opportunities for all.

**As Managers, we will:**

- Lead by example and set clear expectations for behaviour.
- Address complaints or concerns promptly.
- Support employees to reach their full potential.
- Work with HR/management to implement reasonable adjustments.

**As Individual Staff and Subcontractors, you must:**

- Ensure your actions do not constitute discrimination, harassment, bullying, or victimisation.
- Respect colleagues' and clients' needs and backgrounds.
- Report any breaches of this policy to management.

### 1.5 Implementation & Review

- This policy is provided to all employees, subcontractors, recruitment agencies, and suppliers.
- Training on equality, diversity, and inclusion is part of our induction and ongoing development.
- Grievance and disciplinary procedures apply to breaches of this policy.
- This policy will be reviewed annually to ensure effectiveness and legal compliance.

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**1.6 Reporting Harassment**

If you believe you are experiencing harassment, discrimination, or victimisation, you should report it to your line manager, a Director, or via the company’s grievance process. All reports will be investigated confidentially, and appropriate action will be taken against anyone found to be in breach of this policy.

**All activities and operations of Vau Construction Ltd are subject to this policy.**



Alexander Vaudejes  
**Managing Director**

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