



# INCLUSION AT WORK POLICY STATEMENT

## Our Approach

This policy statement addresses the issues of equality, diversity and inclusion (EDI) in A-one+. It is our intention to continue to improve our work environment to ensure diversity is promoted and the human rights principles of fairness, respect, equality (relating specifically to the protected characteristics of race or ethnicity, sex or gender, religion or beliefs, age, disability, sexual orientation, marriage or civil partnership, gender reassignment, pregnancy or maternity) and dignity from part of our organisations everyday goals and behaviour. Everyone in A-one+ has a personal responsibility for the practical application of this policy in their day-to-day activities and working relationships with colleagues and other stakeholders.

A-one+ is committed to improving the inclusion for our people because we know that harnessing our differences will create a more productive environment in which everyone feels valued, where their talents are fully utilised and in which organisational goals are met i.e. to have a 'one team' approach.

## Our Commitments

To:

- Select and recruit people by drawing on a diverse range of candidates and basing our judgements solely on their suitability for the role.
- Ensure fair treatment and respect at all stages of employment by removing discriminatory or irrelevant barriers to the development, training and promotion of our people.
- Maintain a fair and respectful working environment for everyone that is free from bullying, intimidation, discrimination or harassment.
- Ensure compliance with relevant European and UK legislative requirements.
- Ensure that bullying, discrimination or harassment are not tolerated. Behaviour, actions or words which are found to breach the commitments of this policy will be addressed in line with parent company disciplinary processes.

## Communication, Consultation, Information and Training

- A-one+ business communications, including imagery and graphics, will reflect and reinforce our approach to inclusion.
- All our people will have opportunities to comment on and suggest improvements to policies and practices which affect their working lives.
- A-one+ people policies and procedures will be audited to ensure alignment with the commitments outlined in this policy.
- Information and awareness training will be made available throughout the business to support our inclusive approach.

## Scope

The application of this policy applies to all stakeholders including: employees, clients, suppliers, agency workers and subcontractors.

Signed

Date ..23/2/18.....

**Clive Leadbetter**

**A-one+ Managing Director (for and on behalf of A-one+ JV Board)**