

Diversity, Equity & Inclusion Policy

October 2024





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Issue Control Sheet

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1. Purpose

Diversity, Equity, and Inclusion means more to us than just chasing a target. Our people are at the heart of the inclusive culture we're striving to create, which is why we focus on the individual first and ensure our targets are a longer-term commitment. This is reflected in our Inclusive and Together Values, we are all unique and we all belong.

We are committed to encouraging equality, diversity and inclusion across our business whilst ensuring we eliminate unlawful discrimination. We will value every colleague as an individual as we want our workforce to truly represent all sections of society.

This policy applies to everyone employed by Speedy Hire and sets out how we will support equality, diversity, and inclusion within our business. We will treat all colleagues fairly and with respect, whether temporary, fixed-term, part-time or full-time.

2. Our Commitment

We are fully committed to the elimination of unlawful and unfair discrimination. We value the differences that a diverse workforce brings to an organisation.

We will not unlawfully discriminate because of any protected characteristics detailed within the Equality Act 2010 which include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex or sexual orientation.

For the purposes of this policy, in addition to the above, we will also not unlawfully discriminate because of culture, educational background, physical or mental ability, caring responsibilities, political opinion or physical appearance.

We will actively avoid all forms of unlawful discrimination which may include pay and benefits, terms, and conditions, dealing with any employee relation matters, redundancy, requests for flexible working, selection for promotion, training and/or other development opportunities.

This policy forms part of our commitment covered within our Recruitment, Selection & Equal Opportunities Policy.

3. Our Objectives

We recognise the importance of attracting individuals from a wide range of cultures that can bring with them a range of experience, innovative thinking, and an appetite to be successful within the day to day working environment. We want to increase our success in attracting, hiring, developing, progressing, and retaining diverse talent across Speedy Hire to help ensure we represent the external communities that we serve.

We consider diversity and inclusion to be an integral part of our Environmental, Social and Governance (ESG) agenda and a key driver for business development. We recognise that all elements of diversity and inclusion are equally important, and we are evolving the approach that we take as part of our People First objective and through our PLUS (People Like Us) colleague group.

We encourage all colleagues to become familiar with this policy as it reflects the way in which we operate. Everyone has the responsibility to help build an inclusive business that actively educates, promotes, and celebrates the diverse cultures, perspectives and experiences that will support our uniqueness. We want everyone to feel they have a sense of belonging. Our colleagues will be encouraged to be themselves and fulfil their true potential.

We believe all individuals should be treated fairly, with respect and dignity and have access to equal opportunities regardless of their status. We are committed to attracting, recruiting, developing, and retaining the absolute best people.

This philosophy not only applies to our colleagues, but also extends to the relationships with our partners, customers, and suppliers. We actively encourage anyone working with us to embrace a similar approach within their own areas.

4. Our Principles

Diversity

We believe that diversity can bring new skills, innovation and ideas that can help us achieve success across our business. By embracing difference, we can help build and maintain a culture of trust to achieve better results and working conditions.

Embracing diversity supports improvement of our image with existing and prospective colleagues, customers, and partners.

Equity

We promote equity by removing barriers, eliminating discrimination, and ensuring equal opportunities and access for all individuals as we do not all start from the same place. We respect the rights and aspirations of the different communities and individuals that we work with.

Inclusion

We aim to create and maintain a culture where people feel they have an opportunity to grow and develop in a way which is consistent with our vision and values. We want every colleague to be part of our success and we will provide the opportunity for everyone to continuously learn and build on their strengths.

5. Our Promise to You...

We will...

- Create and maintain an environment which recognises individual differences, and we will ensure the contributions of all colleagues are recognised and valued.
- Create and maintain an environment that promotes dignity and respect for every single person.
- Encourage all colleagues to treat others with dignity and respect. To create and maintain an environment free from bullying, harassment, victimisation, and unlawful discrimination. Individual differences and colleague contributions will be recognised and valued.
- Train managers and other colleagues about their rights and responsibilities under this policy. Responsibilities will include ensuring all colleagues conduct themselves appropriately to help the business provide equal opportunities in employment and to prevent unlawful discrimination.
- Not tolerate any forms of intimidation, bullying or harassment and to actively investigate those that breach this policy. We encourage anyone who feels they have been subject to breaches to raise their concerns so we can apply any appropriate corrective measures.
- Make opportunities for training, development, and promotion available to all colleagues, who will be helped and encouraged to develop and achieve their full potential, ensuring we are able to use all talent effectively.

- Our PLUS (People Like Us) committee and the People Team will regularly review employment practices and procedures to ensure fairness is maintained. We will update all documentation frequently to consider any changes to law.
- Monitor the make-up of our workforce regarding protected characteristics to ensure we are meeting the aims of our commitments set out in this policy.

6. Further Support – Employee Assistance Programme

We offer an Employee Assistance Programme (EAP) through PAM (People Asset Management) who are completely impartial to Speedy Hire. They offer free, confidential advice 24 hours a day, 365 days a year, either by telephone, email or online chat.

Call free on: UK [Retacted due to external publication] / ROI [Retacted due to external publication]

Go online: www.pam-assist.co.uk (Access code: [Retacted due to external publication])