

## **Equality, Diversity and Inclusion Policy**

P McVey Building Systems is committed to promoting equality, diversity and inclusion in all aspects of its work. We aim to create a working environment in which all individuals are treated with dignity and respect, and where everyone feels valued and able to contribute fully.

We recognise that embracing diversity benefits our employees, clients, partners and the wider community. We are committed to eliminating unlawful discrimination and promoting equality of opportunity across all areas of our business.

This policy applies to:

- All employees (permanent, temporary, part-time and full-time)
- Contractors, subcontractors and agency workers
- Job applicants
- Clients, suppliers and visitors interacting with our business

P McVey Building Systems will:

- Provide equal opportunities in recruitment, training, promotion and career development
- Foster a culture that is inclusive and respectful of individual differences
- Not tolerate discrimination, harassment or victimisation in any form
- Make reasonable adjustments to support employees with disabilities
- Promote fairness and transparency in all employment practices

We will not discriminate on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Managers are responsible for:

- Implementing this policy in their teams
- Leading by example and promoting inclusive behaviours
- Addressing any inappropriate conduct promptly
- Ensuring fair decision-making in recruitment and employment practices

All employees are expected to:

- Treat others with respect and dignity
- Act in accordance with this policy
- Challenge inappropriate behaviour where safe to do so
- Report any concerns or incidents of discrimination or harassment

We are committed to fair and inclusive recruitment practices by:

- Advertising roles in a way that encourages diverse applicants
- Using objective, role-related criteria in selection
- Providing reasonable adjustments during the recruitment process

We will:

- Ensure equal access to learning and development opportunities
- Support career progression based on merit

P McVey Building Systems has a zero-tolerance approach to harassment and bullying. Any such behaviour will be treated as a disciplinary matter.

Examples include:

- Offensive comments or jokes
- Exclusion or isolation
- Unwanted physical or verbal conduct

Employees who experience or witness discrimination, harassment or unfair treatment should report it to:

- Their line manager
- HR representative
- A senior manager, if appropriate

All complaints will be taken seriously, handled confidentially, and investigated promptly.

We will regularly review our policies, procedures and practices to ensure they remain effective and compliant with current legislation.



We may monitor workforce data (where appropriate and lawful) to identify areas for improvement.

Any breach of this policy may result in disciplinary action, up to and including dismissal.

This policy will be reviewed annually or sooner if required to reflect changes in legislation or business needs.

Reviewed January 2026

A handwritten signature in black ink that reads "P. McVey". The signature is written in a cursive, flowing style.

Pat McVey  
Managing Director