

Equality, Diversity & Inclusion Policy

Equality Statement

CB Services Group recognises that the diversity and inclusivity of our workforce enables us to foster a culture of fairness, equality, and opportunity, while also eradicating any form of illegal discrimination.

CB Services Group is also firmly committed to preventing any unlawful discrimination against our customers or the general public.

Purpose

This policy document outlines our approach to fulfilling our responsibilities in ensuring equality of opportunity, respect, and fairness, irrespective of Disability, Race, Age, Religion or Belief, Sexual Orientation, and Gender.

The aim of this policy is to demonstrate CB Services Group's dedication to promoting equal opportunities in employment and eliminating any form of unlawful discrimination or unconscious bias throughout all aspects of employment, including recruitment, promotion, training opportunities, remuneration and benefits, disciplinary procedures and dismissals, performance evaluations, and selection for redundancy.

Policy

We are of the opinion that through the promotion of equality in relation to the safeguarded attributes, we will collectively experience the advantages that come with embracing diversity. The safeguarded attributes consist of:


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

We aim to promote the understanding that every individual is unique, and it is both our duty and privilege to treat others with respect and contribute to a positive work environment that is free from discrimination, bias, harassment, or victimisation. Our policy on Equality, Diversity & Inclusion emphasises the importance of equal opportunities for all employees. We believe that by fostering a culture of equality and diversity, we are upholding a fundamental aspect of our Company's values.

Policy No: 001 • Equality, Diversity & Inclusion Policy • Version 1 • Page 1 of 3



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Aims and objectives of our Equality, Diversity & Inclusion Policy

Our goal is to attain equality and diversity throughout all aspects of the Company's operations, both within the office environment and on sites. Our objectives include ensuring that:

- Everyone within and associated with the Company understands the advantages that equality, diversity, and inclusion will bring to our operations.
- No one faces any form of harm or disadvantage due to the actions of others.
- We foster a positive environment where our staff can fulfill their duties.
- Our staff can work and reach their full potential without any fear of discrimination, harassment, or victimisation.
- We promote an open and inclusive culture where differences are acknowledged, respected, and openly discussed.
- We strictly adhere to a policy of zero tolerance towards discrimination, harassment, bullying, and any form of unlawful discrimination within our Company.

Responsibilities in relation to Equality, Diversity & Inclusion

Every member of our staff has the obligation to uphold our core values of equality, diversity, and inclusion. We want to create an environment where dignity and respect are promoted for everyone, and where we recognise and value the unique contributions of each staff member.

The ultimate responsibility for ensuring that the company fulfills its duty in regards to equality and diversity lies with the senior management team. They are fully committed to this cause. Our Managing Director has been specifically designated as the person responsible for implementing and overseeing our Equality, Diversity & Inclusion Policy.

Every member of our staff shares the responsibility for ensuring that our Equality, Diversity & Inclusion Policy is effective. It is important for all staff to understand that they can be held accountable for any acts of bullying, harassment, victimisation, or unlawful discrimination that occur during their employment. This applies not only to their interactions with fellow employees, but also with customers, suppliers, contractors, and the public.

Legislative Context of our Equality and Diversity Policy

There are six pieces of legislation which impose positive duties upon us

- Disability Discrimination Act (DDA) 2005
- Equality Act 2010
- Race Relations (Amendment) Act 2000 (RR(A)A)
- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003.

Wherever possible we will ensure within our policies and procedures that we do not discriminate on the grounds of any of the nine Equalities strands.

Rights and Responsibilities

At CB Services Group, we firmly believe in upholding the principles of fairness and respect for everyone. It is our unwavering stance that treating individuals with any form of discrimination based on their age, disability, gender, race, religion or belief, or sexual orientation is completely unacceptable.

We hold all representatives of our company accountable for their actions and expect them to demonstrate a deep understanding of their responsibility to treat others with respect. Furthermore, it is imperative that they refrain from engaging in any discriminatory behaviour or treating anyone unfairly based on their age, disability, gender, race, religion or belief, or sexual orientation.

We ensure that all members of our staff are fully informed about our commitment to equality and the eradication of discrimination in all its manifestations throughout our organisation.

Monitoring Policy

The policy will be monitored on an on-going basis, monitoring of the policy is essential to assess how effective the Company has been.

Policy Review

The Company's senior management will receive an annual report on the advancement of our Equality, Diversity & Inclusion Policy. This Policy will undergo an annual review, although any necessary amendments may be made before the scheduled date due to evolving legislation.

Policy Amendments

Should any amendments, revisions, or updates be made to this policy it is the responsibility of the Company senior management to see that all relevant employees receive notice.

Written notice and/or training will be considered.

Additional Information

If you need further details or explanations concerning this policy, please reach out to your manager. In the highly improbable circumstance that you are dissatisfied with any decision made, it is recommended that you follow the formal Grievance Procedure established by the Company.

In the event that the stipulations of this policy mirror statutory provisions, they will automatically adjust should those requirements be modified.

Signed:

A handwritten signature in black ink, appearing to read 'Charlie Brown', is positioned above the printed name.

Charlie Brown
Managing Director

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