



For any questions or concerns about this policy, please contact Aaron Johnston by email at Aaron@jvsuk.co.uk or call 07495 376466.

Equality and Diversity Policy

Policy Statement

Johnston Vulcanising and Services Ltd. is committed to promoting an inclusive workplace and preventing discrimination. We believe in the value of diversity and are dedicated to ensuring that all employees, contractors, and visitors are treated with respect and dignity. This policy complies with UK law, including the Equality Act 2010.

Scope

This policy applies to all employees and contractors of Johnston Vulcanising and Services Ltd., including those involved in quarrying, vulcanising activities, construction projects, sites, and offices in the UK.

Responsibilities

- **Senior Management:** Ensure overall compliance with equality and diversity regulations, provide necessary resources for promoting an inclusive workplace, and foster a culture of respect and inclusion.
- **Human Resources (HR) Officer:** Oversee the implementation and monitoring of equality and diversity initiatives, conduct training and awareness programs, and handle complaints and concerns.
- **Managers and Supervisors:** Ensure staff follow equality and diversity procedures, promote inclusive practices, and report any concerns or incidents.
- **All Employees and Contractors:** Comply with equality and diversity procedures, treat others with respect, report any issues, and participate in relevant training and awareness programs.

Procedures

1. **Promoting Equality and Diversity**
 - Ensure that all employment practices, including recruitment, promotion, training, and development, are based on merit and free from bias.
 - Promote a workplace culture that values diversity and inclusion, recognizing the unique contributions of individuals regardless of their background.
2. **Preventing Discrimination**
 - Prohibit discrimination, harassment, and victimization based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
 - Implement procedures for reporting and addressing any form of discrimination or harassment promptly and effectively.
3. **Training and Awareness**



- Provide training for all employees and contractors on equality and diversity principles, including recognizing and preventing discrimination.
 - Include equality and diversity training as part of the induction process for new employees.
 - Conduct regular refresher training and update employees on any changes to equality and diversity legislation or company policies.
- 4. Complaint Handling and Resolution**
- Establish clear procedures for employees to report discrimination, harassment, or victimization, ensuring they can do so without fear of retaliation.
 - Investigate all complaints promptly, thoroughly, and impartially, maintaining confidentiality as far as possible.
 - Take appropriate action to resolve complaints, which may include disciplinary measures, mediation, or other corrective actions.
- 5. Monitoring and Review**
- Regularly monitor and review employment practices and workplace culture to ensure compliance with equality and diversity policies.
 - Collect and analyze data on workforce diversity, recruitment, and progression to identify areas for improvement.
 - Review and update the equality and diversity policy and procedures as necessary to reflect changes in legislation, industry standards, and company operations.
- 6. Support and Resources**
- Provide access to support services for employees who may experience discrimination, harassment, or victimization, including counseling and employee assistance programs.
 - Ensure that information on equality and diversity policies and procedures is readily accessible to all employees and contractors.
- 7. Inclusive Practices**
- Foster an inclusive environment by encouraging open communication, teamwork, and respect for differences.
 - Recognize and accommodate the diverse needs of employees, including flexible working arrangements, reasonable adjustments for disabilities, and support for work-life balance.

Commitment

Johnston Vulcanising and Services Ltd. is dedicated to ensuring an inclusive and respectful workplace for all employees, contractors, and visitors. We expect all personnel to adhere to this policy and report any concerns promptly.

Contact

For any questions or concerns about this policy, please contact Aaron Johnston by email at Aaron@jvsuk.co.uk or call 07495 376466.

Signed: A Johnston
Date: 21/05/2025

A handwritten signature in black ink, appearing to be 'A Johnston', written over a white background.