Equality, Diversity and Inclusion (EDI) Policy

Classification: Public

1. Policy Statement

No Entry Fire & Security Ltd is committed to promoting equality, diversity, and inclusion in the workplace. We will not discriminate against any worker based on their gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, pregnancy, trade union membership, or their status as a part-time worker or fixed-term employee.

We are committed to ensuring that our employees and job applicants are not disadvantaged by any policies or conditions of service that cannot be justified as necessary for operational purposes. We will work to meet all legal obligations and promote best practices in equality, diversity, and inclusion.

Our EDI commitment includes the following principles:

2. Equality

We believe that everyone should be treated fairly and equally. We are dedicated to eliminating all forms of discrimination and bias in the workplace. Equal opportunities will be provided to all employees in recruitment, training, and career development.

3. Diversity

We recognise that diversity is a strength that brings value to our organisation. We aim to create an inclusive environment that values different perspectives, backgrounds, and experiences. Our goal is to build a diverse workforce that reflects the communities we serve.

4. Inclusion

We are committed to fostering a positive and supportive work environment where every individual feels valued and respected. We will ensure that all employees have access to the resources and support they need to succeed.

5. Responsibilities

5.1. The Board of Directors has overall responsibility for implementing this Equality, Diversity, and Inclusion Policy (EDI) and ensuring compliance with relevant legal frameworks.
5.2. Managers are responsible for setting the standard of behaviour, leading by example, and ensuring their teams adhere to this policy.
5.3. All employees are responsible for the success of this policy and are expected to familiarise themselves with its aims and objectives.

6. Scope and Purpose of the Policy

6.1. We will not unlawfully discriminate on grounds of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, pregnancy, trade union membership, or part-time or fixed-term status.
6.2. This policy applies to all aspects of employment, including job advertisements, recruitment, training, development, promotions, conditions of service, benefits, facilities, pay,

health and safety, conduct at work, grievance and disciplinary procedures, and termination of employment, including redundancy.
6.3. We will take appropriate steps to accommodate employees' religious, cultural, and domestic responsibilities.

7. Forms of Discrimination
7.1. Discrimination may be direct or indirect and may occur intentionally or unintentionally. Direct discrimination occurs when someone is treated less favourably due to one or more of the protected characteristics listed in section 6.1. Indirect discrimination occurs when a provision, criterion, or practice disadvantages individuals with certain protected characteristics without justification.

8. Recruitment and Selection
8.1. We aim to ensure no job applicant receives less favourable treatment based on any protected characteristic.
8.2. Recruitment procedures will be reviewed regularly to ensure fair treatment of applicants.
8.3. We will take steps to ensure our recruitment process reaches a broad talent pool, including under-represented groups where appropriate.
8.4. All job advertisements will include an appropriate statement on our equal opportunities policy, and a copy of this policy will be made available to those enquiring about vacancies.

9. Staff Training, Promotion, and Conditions of Service
9.1. Staff training needs will be identified through regular appraisals to ensure equal opportunities for progression within the company.
9.2. Promotion decisions will be based solely on merit.
9.3. We will review conditions of service, benefits, and facilities to ensure they are accessible to all employees without discrimination.

10. Termination of Employment
10.1. Redundancy criteria and procedures will be monitored to ensure fairness and objectivity.
10.2. Disciplinary procedures will be applied fairly and consistently to all employees.

11. Breaches of the Policy
11.1. If you believe you have been disadvantaged on any unlawful grounds, you are encouraged to raise the matter through our grievance procedure. All allegations will be treated confidentially and investigated appropriately. Employees who report concerns in good faith will not be victimised or treated less favourably.
11.2. Employees found to have discriminated or harassed others based on protected characteristics will be subject to disciplinary action, including possible dismissal.
11.3. If discrimination or harassment is directed towards clients, customers, or suppliers, appropriate action will be taken against those responsible.

12. Policy Review & Communication

12.1. This policy will be reviewed annually or in response to legislative changes.

12.2. All employees, including new starters, will be made aware of this policy, and we will ensure that our practices align with our EDI values and commitments.

Approval

Name:Ryan Thornton
Position: Compliance Manager
Date:11/03/2025

Signed: R Thornton