

## **Regal Facades Ltd Equality and Diversity Policy**

### Introduction

At Regal Facades Ltd, we are committed to fostering an environment of respect, inclusivity, and equality. We believe in the power of diversity to drive innovation, enhance our service offerings, and strengthen our relationships with clients, candidates, and the communities we serve. This policy outlines our approach to ensuring equality and embracing diversity within all areas of our business operations, including recruitment, employment practices, and client service.

### Our Commitment

#### 1. Promoting Equality

- Regal Facades Ltd is committed to promoting equality of opportunity for all, irrespective of sex, age, race, ethnicity, disability, religion or belief, sexual orientation, marital status, or pregnancy and maternity. We are dedicated to creating a workplace where everyone is treated with dignity and respect.

#### 2. Valuing Diversity

- We recognise and value the diversity within our workforce and the wider construction recruitment sector. Regal Facades Ltd is committed to leveraging this diversity to create a more dynamic, innovative, and effective organisation.

#### 3. Inclusive Culture

- Headcount Group Ltd pledges to foster an inclusive culture where differences are celebrated, and everyone has the opportunity to contribute to our success. This includes ensuring all employees and candidates feel valued and have the confidence to be themselves at work.

#### 4. Avoiding Discrimination

- We will not tolerate discrimination, harassment, bullying, or victimisation of any kind. Regal Facades Ltd will take all necessary steps to ensure that our employees, clients, and candidates are protected from such behaviours.

#### 5. Equal Opportunities in Recruitment

- Our recruitment processes are designed to be transparent, fair, and free from bias. Regal Facades Ltd is committed to ensuring that our employment practices open the doors to all and reflect the diversity of the communities we serve.

## 6. Training and Development

- We are committed to providing training and development opportunities that support our employees' growth and promote awareness and understanding of equality, diversity, and inclusion principles.

## 7. Responsibility and Accountability

- While the management team at Regal Facades Ltd holds ultimate responsibility for the implementation of this policy, we believe that promoting equality, diversity, and inclusion is the responsibility of all employees. We are all accountable for our actions and behaviours.

### Implementation and Review

This policy will be implemented across all aspects of our operations, from recruitment and selection processes to promotions, training, and client service. Regal Facades Ltd will regularly review this policy to ensure it remains effective and relevant to our goals of promoting equality and embracing diversity.

### Reporting Concerns

Employees, clients, or candidates who have concerns about discrimination, harassment, or any other issues related to equality and diversity are encouraged to raise these with their manager or the HR department. Regal Facades Ltd is committed to investigating all concerns thoroughly and confidentially.

### Conclusion

At Regal Facades Ltd, we believe that a commitment to equality and diversity is essential to our success as a leader in the Facades Installation Industry. Through the implementation of this policy, we pledge to create a working environment that respects and values individual differences and promotes fairness and inclusion for all.