



## Confined Space Group Ltd

### 2.1 CSG Ltd Equality & Diversity Policy

ISSUE	AMENDMENT	DATE	INITIALS
V1	First version of the business CSG MS	Sept 2024	TB & SDE

This policy will be reviewed 5 yearly or in the event of any change to business procedure or change to legislation.

#### Introduction

Confined Space Group Ltd is committed to promoting equality and diversity in all its activities. We value the differences that a diverse workforce brings and believe that the varied experiences and perspectives of our employees contribute to our success. This policy outlines our commitment to creating an inclusive environment where everyone is treated with respect and dignity.

#### Policy Statement

Confined Space Group Ltd is dedicated to providing equal opportunities for all employees/associates and applicants. We are committed to eliminating discrimination and encouraging diversity in our workforce. Our aim is to ensure that our employees and job applicants are not discriminated against on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (the "protected characteristics" under the Equality Act 2010).

This policy applies to all employees, contractors, visitors, and any other individuals working on Confined Space Group Ltd premises or on behalf of the company.

#### Procedure

Key Principles: -

Equal Opportunities:

- All employment decisions will be based on merit, qualifications, and abilities.
- We will not tolerate any form of discrimination, harassment, or victimization.

2. Diversity:

- We value and respect the diversity of our employees and the contributions they bring.
- We aim to create a culture where everyone feels valued and can contribute fully to the success of the company.

3. Inclusion:

- We are committed to creating an inclusive work environment where everyone feels welcome and respected.
- We will provide reasonable adjustments to accommodate the needs of employees with disabilities.

Responsibilities

1. Employer Responsibilities:

- Promote equality and diversity throughout the company.
- Ensure that our policies and practices are in line with the Equality Act 2010.
- Provide training and support to employees to help them understand their rights and responsibilities under this policy.
- Take appropriate action against any form of discrimination, harassment, or victimization.



## Confined Space Group Ltd

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### 2. Employee/associate Responsibilities:

- Treat colleagues, customers, and others with respect and dignity.
- Report any incidents of discrimination, harassment, or victimization.
- Support the company's commitment to equality and diversity.

### Implementation

#### 1. Recruitment and Selection:

- Ensure that our recruitment processes are fair and unbiased.
- Use inclusive language in job advertisements and ensure that they are accessible to all.
- Shortlist and interview candidates based on their skills, qualifications, and experience.

#### 2. Training and Development:

- Provide training to employees/associates on equality and diversity issues.
- Ensure that all employees/associates have equal access to training and development opportunities.

#### 3. Monitoring and Review:

- Regularly monitor and review our equality and diversity practices.
- Use feedback from employees/associates and other stakeholders to improve our practices.

### Reporting and Addressing Concerns

Employees who believe they have been subjected to discrimination, harassment, or victimization are encouraged to report their concerns. The company will:-

1. Treat all complaints seriously and confidentially.
2. Investigate complaints promptly and impartially.
3. Take appropriate action if the complaint is upheld.

Confined Space Group Ltd is committed to fostering an environment where everyone is treated equally and with respect. By embracing diversity and promoting equality, we aim to create a positive and inclusive workplace for all employees

### Authorisation

Policy Adopted and Agreed for Confined Space Group Ltd:

Signed:

*Tony Bowman*

Tony Bowman.  
Managing Director.

September 2024