

Fairness, Inclusion and Respect (FIR) Policy

Equality, Diversity and Inclusion — in line with the Equality Act 2010

Policy owner	Darren Harris, Director
Company	Lawday Construction Limited
Legislation	Equality Act 2010
Approved by	Darren Harris, Director
Version	2.0
Issue date	14/09/26
Review date	14/09/27

1. Policy statement

Lawday Construction Limited is committed to fairness, inclusion and respect in everything we do. We will not tolerate discrimination, harassment or victimisation of any employee, subcontractor, job applicant or client on the grounds of any protected characteristic, and we are committed to equality of opportunity in recruitment, employment, and the day-to-day conduct of our business.

This policy is approved and owned by the Director, Darren Harris, and applies to all directors, employees and subcontractors engaged by the company.

2. Scope and legal framework

This policy reflects our duties under the Equality Act 2010, which protects individuals from discrimination on the grounds of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination, harassment or victimisation on any of these grounds is unacceptable and will not be tolerated in any part of our business.

3. How this policy is embedded in our business

Lawday Construction Limited is a small business with a single Director and a team of fewer than five employees. Rather than being delivered through a layered management structure, fairness, inclusion and respect is embedded through direct oversight:

- All recruitment, pay, promotion, disciplinary and dismissal decisions are made or personally reviewed by the Director, ensuring consistent and fair treatment is applied in practice, not just in policy.
- This structure means there is no gap between what this policy says and how decisions are actually made, as the same person is responsible for both.
- As the company grows, this policy and the arrangements for embedding it will be reviewed to ensure they remain effective.

4. Recruitment and employment practices

Recruitment is carried out on the basis of merit, skills and experience relevant to the role. Job adverts, interview questions and selection decisions are applied consistently to all candidates, regardless of any protected characteristic. Employment terms, pay, and opportunities for training or development are applied fairly and consistently across the workforce.

5. Harassment, victimisation and bullying

Lawday Construction Limited will not tolerate harassment, bullying or victimisation of any individual, whether by a colleague, subcontractor, client, or any other person connected with our work. This includes unwanted conduct related to a protected characteristic that violates a person's dignity, or creates an intimidating, hostile, degrading, humiliating or offensive environment.

6. Raising a concern

Any employee, subcontractor or other individual who believes they have experienced or witnessed discrimination, harassment or unfair treatment should raise this with the Director directly. All concerns will be taken seriously, investigated, and addressed appropriately. No individual will be treated less favourably for raising a genuine concern in good faith, in line with our Whistleblowing Policy where applicable.

7. Monitoring and review

This policy is reviewed at least annually by the Director, and sooner if there is a change in legislation, the size of the business, or if a concern raised under this policy indicates a need for review. It is brought to the attention of all employees and subcontractors.

Approved on behalf of Lawday Construction Limited



Signature:

Name: **Darren Harris**

Position: Director

Date: 14/09/26