

Equal Opportunities & Fairness, Inclusion and Respect Policy

Ivor King (Civil Engineering Contractors) Ltd

Purpose

The purpose of this policy is to set out the Company's commitment to equal opportunities, FIR principles, and ensuring all workers are treated with dignity and respect.

Scope

This policy applies to all employees, agency workers, subcontractors, job applicants, and visitors across all Company premises, construction sites, vehicles, welfare facilities, and work-related events.

Policy Statement

The Company is committed to ensuring no individual receives less favourable treatment based on protected characteristics and promotes a culture of FIR across all operations.

Fairness, Inclusion and Respect (FIR)

All staff must uphold FIR principles including fair allocation of tasks, inclusive communication, respectful behaviour, zero tolerance for harassment, and positive site culture.

Responsibilities

Managers and supervisors must communicate and enforce this policy. Employees must act respectfully and report concerns.

Recruitment, Selection and Promotion

All recruitment and promotion decisions are based on merit, skills, experience, and qualifications.

Training & Development

The Company will provide equal access to training and FIR development opportunities including industry-standard FIR programmes.

Conditions of Employment & Site Conduct

All workers must maintain respectful behaviour, use welfare facilities responsibly, and avoid offensive or exclusionary conduct.

Harassment

Harassment of any kind is strictly prohibited including sexual, racial, physical or verbal harassment.

Reporting & Grievance Procedure

Concerns must be raised with supervisors, managers or HR and will be handled confidentially and sensitively without victimisation.

Monitoring & Review

The Company will monitor the effectiveness of this policy through feedback, data review and supply chain engagement.

A handwritten signature in black ink, appearing to read 'S King', is written over a horizontal line.

Simon King CEO
16/02/2026

Change Tracker			
Date	Reason	Change	Who
25/11/2022	Review	Updated	RH
28/11/2023	Review	Updated	RH
12/01/2024	Updated	Change in Signature	RH/MB
08/01/2025	Review	Updated	RH
12/02/2025	Updated	Change in Signature	RH
16/02/2026	Updated	Includes FIR	RH