

## **Equality, Diversity, and Inclusion Policy**

Aban Development Builders

Effective Date: 17.06.23

### **Introduction**

At [Aban Development Builders](#), we are committed to fostering an inclusive and diverse workplace that promotes equality and embraces the unique contributions of all individuals. This Equality, Diversity, and Inclusion (EDI) Policy outlines our commitment to creating a respectful, fair, and inclusive environment for our employees, customers, partners, and stakeholders.

### **Policy Statement**

a. Equality: We are committed to promoting equality by ensuring that all individuals are treated with fairness, respect, and dignity. We prohibit discrimination based on race, colour, ethnicity, national origin, gender, gender identity or expression, sexual orientation, age, religion, disability, or any other protected characteristic under applicable laws.

b. Diversity: We value and celebrate diversity in all its forms. We believe that a diverse workforce and inclusive culture enhance creativity, innovation, and overall organisational performance. We actively seek to attract, develop, and retain a diverse workforce, fostering an environment where differences are valued, and individuals are empowered to reach their full potential.

c. Inclusion: We are dedicated to creating an inclusive environment where everyone feels welcome, heard, and respected. We actively strive to remove barriers, biases, and systemic inequalities that may impede equal opportunities and full participation. We encourage collaboration, open communication, and the sharing of diverse perspectives to drive innovation and promote a sense of belonging.

### **Responsibilities**

a. Leadership: Senior management and leaders are responsible for setting the tone, demonstrating commitment, and championing equality, diversity, and inclusion initiatives. They will ensure that EDI principles are embedded in our organizational values, policies, and practices.

b. Employees: Every employee has a responsibility to promote and uphold the principles of equality, diversity, and inclusion. This includes treating others with respect, embracing diversity, challenging biases, and fostering an inclusive culture. Employees are encouraged to report any concerns or incidents of discrimination or harassment promptly.

c. Human Resources: The Human Resources department plays a vital role in implementing and monitoring EDI initiatives. They will provide guidance, resources, and training to employees and managers to promote understanding and compliance with this policy. They will also handle complaints, grievances, or issues related to equality, diversity, and inclusion in a fair and confidential manner.

### **Recruitment and Selection**

a. Fair and Inclusive Practices: We will ensure that our recruitment and selection processes are fair, transparent, and free from bias. We will actively seek to attract a diverse pool of candidates and evaluate applicants based on their skills, qualifications, and potential to contribute to our organisation.

b. Equal Opportunities: We will provide equal opportunities for employment and advancement, irrespective of an individual's background or protected characteristics. Decisions regarding recruitment, selection, promotion, training, and other employment-related matters will be based on merit, qualifications, and performance.

### **Training and Education**

a. Awareness and Understanding: We will provide training and educational opportunities to promote awareness, understanding, and appreciation of equality, diversity, and inclusion among our employees. This includes educating employees about unconscious biases, fostering cultural competence, and promoting inclusive behaviours and practices.

b. Leadership Development: We will provide leadership development programs to equip managers and supervisors with the necessary skills to effectively manage diverse teams, address potential biases, and foster inclusive and equitable practices.

### **Monitoring and Reporting**

a. Data Collection: We will collect and analyse diversity-related data to monitor the effectiveness of our EDI initiatives and identify areas for improvement. Data may include workforce demographics, recruitment statistics, promotion rates, and employee satisfaction surveys.

b. Reporting: We will report regularly on our progress, achievements, and challenges related to equality, diversity, and inclusion. This includes providing updates to employees, stakeholders, and the public as appropriate.

### **Continuous Improvement**

We are committed to continually reviewing and improving our Equality, Diversity, and Inclusion Policy and related practices. We will regularly assess the impact of our initiatives, seek feedback from employees and stakeholders, and incorporate best practices to create a more inclusive and equitable workplace.

### **Policy Review**

This Equality, Diversity, and Inclusion Policy will be reviewed periodically to ensure its ongoing relevance and effectiveness. Any necessary updates or revisions will be made to align with legal requirements, societal changes, and organisational needs.

Signed: *M. Hutchinson*

Name: Michael Hutchinson

Date: 17.06.23