



**CIVIL
CONNECT**
PLC

Equality, Diversity, & Inclusion Policy

September 2025

Our Commitment to Equality, Diversity, and Inclusion

Civil Connect PLC is built on the principle that our collective strength is magnified by the diversity of our team. We are resolutely committed to fostering a culture of equality, diversity, and inclusion (EDI) where every individual is treated with respect and has the opportunity to thrive.

This policy outlines our dedication to creating an inclusive environment for all employees, candidates, and clients. We believe that embracing diversity in all its forms is not only a moral imperative but also a critical driver of innovation, creativity, and business success. We aim to build a workforce that is truly representative of society and an organisation where every person feels valued and included.

Ramon Bell

Chairperson of Civil Connect PLC

Our Definitions

- **Equality:** Ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is about removing barriers and ensuring fair treatment, not treating everyone the same.
- **Diversity:** Recognising, respecting, and valuing the differences between individuals. This includes visible and non-visible differences such as age, gender, ethnicity, disability, sexual orientation, religion, background, and experience.
- **Inclusion:** Creating a working culture where everyone feels welcomed, respected, supported, and valued. It is about actively involving every employee's ideas and contributions to our success.

Our Policy Aims

The aim of this policy is to ensure that in our work, we do not discriminate and that we actively promote EDI. We strive to:

- Cultivate a workforce that is representative of all sections of society.
- Ensure no employee, job applicant, or stakeholder receives less favourable treatment on any grounds.
- Maintain a safe, welcoming, and inclusive environment free from discrimination, harassment, victimisation, and bullying.
- Ensure that all our employment practices, from recruitment to career development, are fair and equitable.

Roles and Responsibilities

The Board of Directors is accountable for the successful implementation of this policy and for championing EDI at the highest level.

Managers and Team Leaders must ensure that this policy is applied within their teams, promoting an inclusive culture and addressing any issues that arise in a timely and sensitive manner.

All Employees have a responsibility to uphold the principles of this policy, treat others with dignity and respect, and contribute to an inclusive culture.

Our Commitments in Practice

We will achieve our EDI aims through the following actions:

- **Fair and Inclusive Recruitment:** Using unbiased job descriptions, advertising widely, and ensuring diverse interview panels to attract the best talent from all backgrounds.
- **Training and Awareness:** Delivering mandatory EDI and unconscious bias training to all employees to foster understanding and awareness.
- **Monitoring and Reporting:** Collecting and analysing workforce data to monitor our progress, identify areas for improvement, and ensure transparency.
- **Living Wage Employer:** Upholding our commitment as an accredited Living Wage Employer to ensure fair pay.
- **Policy Review:** Reviewing this policy annually to ensure it remains effective and aligned with best practices and legislation.

Breaches of this Policy

We take any breach of this policy extremely seriously. Any employee found to have engaged in any form of discrimination, harassment, or bullying will be subject to disciplinary action. Concerns can be reported to a line manager, HR, or through our confidential reporting channels.

Statement Approval

This policy has been approved by the Board of Directors and demonstrates Civil Connect PLC's commitment to creating a truly inclusive workplace for all.

Ramon Bell

Chairperson

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