

At **James Street Steel**, we are committed to fostering a workplace that is diverse, inclusive, and free from discrimination. We value and embrace the differences that make each individual unique, and we believe that a diverse and inclusive environment enriches our culture, enhances innovation, and drives success. This policy sets out our commitment to equality and diversity, ensuring that all employees, clients, and stakeholders are treated with respect, fairness, and dignity.

## Scope

This policy applies to all employees, contractors, customers, and anyone else with whom we engage, regardless of their race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law.

## Objectives

- To ensure a fair, respectful, and inclusive work environment where all individuals feel valued and supported.
- To eliminate any form of discrimination, harassment, or unfair treatment in the workplace.
- To promote equality of opportunity and ensure that all employees have access to the same opportunities for personal and professional growth.
- To raise awareness of diversity issues and encourage positive actions to build a more inclusive and welcoming organisation.

## Commitment to Equality and Diversity

### 1. Non-Discrimination

- We are committed to providing equal opportunities for all employees and candidates for employment, without regard to race, colour, nationality, gender, gender identity, sexual orientation, age, marital status, pregnancy, disability, religion, or belief. Discrimination of any kind will not be tolerated, whether it is direct or indirect, intentional or unintentional.

### 2. Inclusive Environment

- We will create and maintain an inclusive and supportive work environment where everyone, regardless of their background, feels respected, included, and empowered to contribute their best work. We will provide necessary accommodations to employees with disabilities and ensure accessibility in all aspects of our workplace.

### 3. Training and Awareness

- We will provide regular training for all employees and leadership on the importance of diversity and inclusion, as well as on how to recognise and address unconscious bias, microaggressions, and discrimination. This training will empower employees to be allies and advocates for equality and inclusion in the workplace.

### 4. Recruitment and Career Development

- We are committed to fair recruitment practices that prioritise the skills, qualifications, and potential of candidates, ensuring that all individuals, regardless of their background, have an equal chance to succeed. We will also provide

career development opportunities to all employees, supporting them to reach their full potential.

## 5. Harassment and Bullying

- We have zero tolerance for harassment, bullying, or victimisation. Any individual who experiences or witnesses' harassment, bullying, or discriminatory behaviour should report it immediately. We will take swift and appropriate action to address such behaviours and protect those who speak up from retaliation.

## 6. Support for Underrepresented Groups

- We will actively support and promote the inclusion of individuals from underrepresented groups in leadership and decision-making roles. We will take proactive steps to identify and address barriers that may hinder the participation and advancement of diverse groups within our organisation.

## 7. Monitoring and Accountability

- We will monitor our progress in achieving our diversity and equality goals, regularly assessing our recruitment, retention, and promotion practices. This includes conducting diversity audits, gathering feedback from employees, and tracking key diversity metrics. We will ensure accountability through clear leadership and transparent reporting on our progress.

## Implementation

- The responsibility for implementing and upholding this policy lies with all members of the organisation. The management shall ensure that there is compliance with the principles of equality and diversity and lead by example in promoting a respectful and inclusive culture.
- Human Resources will support the implementation of this policy through training, resource development, and advising on best practices for creating a diverse and inclusive work environment.
- Any complaints or concerns about equality and diversity issues should be raised with the HR department, who will investigate and take appropriate action.

## Conclusion

**James Street Steel** recognises that fostering a diverse and inclusive workforce is integral to our success and growth. By embracing diversity and promoting equality, we are better equipped to meet the needs of our clients, improve employee satisfaction, and drive innovation. We are committed to continuously improving our practices and ensuring that every individual is given the opportunity to thrive in a fair, equitable, and supportive environment.

Signature: \_\_\_\_\_



James Street Steel Managing  
Director

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