



Equality, Diversity and Inclusion (EDI) Policy

HGB is determinate to building an inclusive organisation that makes full use of the talents, skills, experience, and different cultural perspectives available in a multi-ethnic and diverse society. We strive to promote a workplace where people feel respected and valued and can reach their full potential regardless of race, ethnicity, national or ethnic origin, sexual orientation, gender, disability or age.

We aim to ensure that all employees and job applicants are given equal opportunity and that our organisation represents all sections of society. Each employee will be respected and valued and able to give their best as a result.

HGB has zero-tolerance for unlawful discrimination of customers, suppliers or the public.

Our commitment

- To create an environment in which individual differences and all team members' contributions are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and discipline those who breach this policy.
- To make learning and growth opportunities available to all staff
- To promote equality in the workplace, which HGB believes is good management practise and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns to apply necessary correctives.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.
- This commitment includes training managers and all other employees about their rights and responsibilities.

EDI policy will be monitored and reviewed annually by senior management to ensure that equality, diversity and inclusion are continually promoted in the workplace and incorporate any change to the relevant legislation (Equality Act 2010).

This policy is communicated to all employees.

Lyndon Watkins

Lyndon Watkins
Managing Director

Date: 2nd of January 2021