



EDI Policy Statement

Imperial Ductwork Services Ltd (IDSL) recognises the benefit of a diverse workforce and is committed to providing a working environment that is free from any discrimination. IDSL seek to promote the principles of equality, diversity and inclusion in all dealings with employees, workers, job applicants, clients, customers, suppliers and any member of the public who deal with the company and its staff.

IDSL make sure that no employee or job applicant are subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality, and ethnic origin), disability, sexual orientation, marital status, part-time status, age, religion or beliefs. IDSL ensure no employee or potential employee receives less favourable treatment for any aspects mentioned above.

IDSL EDI Policy ensures compliance with the Equality Act 2010, upholding all protected characteristics and enforces a zero-tolerance policy against discrimination.

Responsibilities

IDSL provide a clear reporting process for discrimination and outlines who is responsible within the business (all employees and driven by management) and actively promotes EDI through training, policy reviews, diverse recruitment, equal opportunities etc

IDSL do not tolerate any kind of discrimination towards any individual or group of individuals and all IDSL employees have a personal responsibility for the practical application of this EDI (equality, diversity and inclusion) Policy Statement.

EDI practice is developing constantly as social attitudes and legislation change. The company will review this policy and implement the necessary changes where improvements could be implemented.

Dean Barnes
Managing Director

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