



Equality, Fairness, Inclusion and Respect Policy Statement

Imperial Ductwork Services Ltd (IDSL) recognises the benefit of a diverse workforce and is committed to encouraging equality, diversity and inclusion amongst our workforce so that it is free from any and all forms of discrimination.

IDSL make sure that all employees or job applicants are selected for suitability to their role based purely on their attributes and will not be 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 make sure that no employee or potential employee receives less favourable treatment for any aspects mentioned above and will always implement fair practices for recruitment and selection.

IDSL conduct performance reviews, and will provide training, promotions and development opportunities regardless of background or protected characteristics.

Responsibilities

All IDSL employees have a personal responsibility for the practical application of this Equal Opportunity Policy Statement.

IDSL commits to creating a working environment free of bullying, harassment and unlawful discrimination, instead promoting values of dignity and respect where all differences are recognised and valued. This commitment includes training line managers as well as any other employee about both their rights and responsibilities under this policy. All employees should understand that they as well as IDSL can be held accountable for instances of bullying, harassment or discrimination and as such all employees should conduct themselves in the manner that helps the organisation provide equal opportunities in employment.

All complaints of bullying, harassment and discrimination are to be taken seriously whether from employees, suppliers, clients, the public or anyone else the organisations work activities cover. These such acts will be dealt with as misconduct under the IDSL's grievance and disciplinary procedures and raised with the relevant line manager. Any serious complaints could amount to gross misconduct and ultimately lead to a dismissal of those responsible. The use of the grievance and disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Opportunities for training and development are made available to all staff regardless of differences, who are encouraged to develop to their full potential to maximise the efficiency of the organisation.



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IDSL appreciate that the policies regarding equality, fairness, inclusion and respect are developing constantly as social attitudes and legislation change. The company will review this policy annually and implement the necessary changes where these could improve equality, fairness, inclusion and respect.

Dean Barnes
Managing Director

A handwritten signature in black ink, appearing to read 'D. Barnes', is placed above the date.

28/08/2026