



## Diversity & Inclusion Policy

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Page 1 of 1

Lea Scaffolding & Access Ltd understand that our people come from a huge range of cultures and experiences. Our approach to business is underpinned by a belief that all individuals should be treated fairly and have access to equal opportunities, regardless of their status. Lea Scaffolding & Access Ltd is committed to respecting and embracing talent, and work to support a culture that is inclusive and reflective of our vision and values.

We look for high levels of diversity and inclusion within our supply chain, and encourage the adoption of similar philosophies in their relationships with their own employees and suppliers.

Our approach is based on 3 key principles:

**Equality** – we promote equality by removing barriers, eliminating discrimination and ensuring equal opportunity and access for all groups of people, both within Lea Scaffolding & Access Ltd companies and externally amongst those organisations with whom we have formal relationships.

**Diversity** – we accept each person as an individual. Our success and competitiveness is built on our ability to embrace diversity – and we believe that everyone should feel valued for their contributions.

**Inclusion** – we create a working culture where differences are valued; where everyone has the opportunity to develop in a way that is consistent with our vision and values. Our aim is be an organisation where people feel involved, respected and connected to our success.

### Requirements

No job applicant or employee should receive less favourable treatment on the grounds of sex, race, age, ethnic origin, marital status, pregnancy and maternity, civil partnership status, any gender re-assignment, religion or belief, sexual orientation, disability or part-time/fixed-term work;

- Employees should be protected from discrimination by association;
- Equality, diversity and inclusion should be promoted within the workplace;
- We should contribute to generating similar attitudes to ours, in terms of equality, diversity and inclusion, in the wider community;
- Fair and equitable treatment should be the hallmark of every aspect of working life at Lea Scaffolding & Access Ltd, from our written procedures through to every decision we make;
- We should promote a culture where employees recognise the value that a diverse and inclusive workforce brings to the organisation, and where colleagues and external associates are treated with dignity and respect;
- We should create an environment where anyone believing they have been subjected to discrimination, victimisation or harassment in the workplace, is entitled, and feels safe to raise such concerns. We are committed to ensuring that the process for dealing with such concerns is straightforward and will be addressed in a compassionate, efficient and timely manner.

Director	Tom Lea	Signed		Dated	14/12/2022
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