

Diversity and Inclusion Policy



1. Introduction

At CM Building and Landscaping LTD, we believe that every individual brings a unique perspective and capability to the team. We are committed to creating an inclusive environment where every employee feels valued, respected, and empowered. Our success is built on the diverse backgrounds, experiences, and views of our employees, and we embrace this diversity as a critical driver of our competitiveness in the market.

2. Purpose

The purpose of this Diversity and Inclusion Policy is to set out our commitment to fostering a diverse workforce and promoting an inclusive culture where every individual is given an equal opportunity to succeed.

3. Our Commitment

- **Valuing Diversity:** We recognise and appreciate the inherent worth of every individual, irrespective of their age, gender, ethnicity, religion, disability, sexual orientation, education, or nationality.
- **Promoting Inclusion:** We will create an environment in which all employees feel involved, respected, and connected to our objectives and goals.

4. Key Principles

1. **Equal Opportunities:** Every employee and job applicant will receive fair treatment and will not be discriminated against based on bias, prejudice, or preference.
2. **Gender Balance:** We track gender balance within our workforce to ensure that both genders are equally represented and provided with equal opportunities.
3. **Ethnic Minority Representation:** We actively monitor and strive for ethnic minority representation within our workforce, reflecting the diversity of the communities we serve.
4. **Continuous Learning:** We provide training and resources to our employees to foster an inclusive mindset and to counteract biases.

5. Implementation

- **Responsibility:** While the overall responsibility for ensuring this policy's success lies with our senior management team, all our employees play a role in upholding its principles.
- **Training:** Diversity and inclusion training will be a mandatory part of the onboarding process for new hires and will be reiterated in periodic training sessions for existing employees.
- **Reporting:** We will provide transparent reports annually on gender balance and ethnic minority representation within our workforce, including actionable steps to address any imbalances.

6. Actions

- Develop and conduct regular surveys to assess the current state of diversity and inclusion within our organisation.
- Collaborate with organisations and groups that promote diversity and inclusion in the workforce.
- Establish mentorship programs to support and nurture underrepresented groups within the company.
- Encourage open conversations about diversity and inclusion, providing platforms where employees can voice their concerns or feedback.

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7. Review

This policy will be reviewed annually to ensure its effectiveness in promoting diversity and fostering an inclusive culture. Feedback from employees, stakeholders, and third-party audits will inform adjustments and improvements.

8. Conclusion

CM Building and Landscaping LTD is committed to a future where our workforce is a reflection of the diverse community we serve. By implementing this policy, we take a significant step towards creating an environment where everyone is recognised for their talents and abilities, and where respect and understanding flourish.

Subject to review, monitoring / revision by: Craig Merriman, Director 12 months or sooner if work activity changes. Next Review – January 2025

Craig Merriman
Director,
CM Building and Landscaping LTD
01/01/2024

A handwritten signature in black ink, appearing to read "C. Merriman", is written below the printed name and title.