

Diversity & Inclusion Policy

IMSCP-HR-12 Diversity and Inclusion Policy

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DOCUMENT PREPARATION AND REVIEW

	Name	Position	Signature	Date
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Approved by	Mick Kennedy	Managing Director	<i>Mick Kennedy</i> <small>Michael Kennedy (13/07/2022 13:33 GMT+1)</small>	13/07/2022

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1.0 Purpose

Suir Engineering is committed to a workplace environment that promotes diversity, equity and inclusion and creates an open and inclusive culture where everyone feels valued and can bring their whole selves to work.

2.0 Scope

This Policy applies to all Suir Engineering employees. This policy also applies to sub-contractors and others who are on the Company's offices or sites at any time.

This policy should be read in conjunction with the Company's Dignity and Respect at Work Policy and our Disciplinary and Grievance Procedures.

3.0 Policy

Suir Engineering believes that embracing equality and diversity in the workplace benefits not just the organisation but also our individual employees, contractors, and our clients. We want to promote a culture where all our employees bring their own background, work style, distinct capabilities, experience, and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and markets, and we want to utilise the widest range of skills, knowledge and experience in our business while complying with legislation.

We recognise that a "one-size-fits-all" approach to managing people does not achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, Suir Engineering strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of perspectives this diversity brings, promotes our value of innovation, and helps make us more creative and competitive.

Suir Engineering is committed to an inclusive working environment which respects diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, disability, civil status, personality, thinking style and religious beliefs. We will formulate and implement policies and practices that value diversity, provide equality of opportunity, and ensure that no job applicant, employee, client, or business associate receives less favourable treatment. We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of employees at all times.

This overall policy is supported by Suir Engineering's Dignity and Respect at Work Policy together with our disciplinary and grievance procedures. Employees who believe they have suffered discrimination, harassment or victimisation are entitled to raise matters through the appropriate Suir Engineering grievance procedures or the Dignity and Respect at Work Policy. A copy of these policies/procedures is available on the Employee Portal.

Complaints will be treated seriously and will be dealt with in a confidential, expeditious manner in as far as reasonably practicable. Employees who make complaints will not be victimised for doing so. Victimisation, if proven, may result in disciplinary action which could result in a sanction of up to and including dismissal. Employees should be aware that making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our disciplinary procedure. Pursuance of complaints through these internal procedures does not prejudice an employee in pursuing matters through other available means.

This policy does not alter or amend employees' contracts of employment or form a part of any such contract of employment. Suir Engineering may amend or change this policy from time to time in line with best practice and/or legislative changes.