**Equality and Diversity Policy**

1. **Introduction**

R2R maintenance and Fire Stopping Ltd are a Company providing high quality service in the property sector.

We carry out a full maintenance service and are a BM Trada Accredited Company providing Fire Stopping, Fire Door Installation and Fire Door maintenance.

We value diversity and our core value is to treat all people with respect regardless of their age, religion, colour, background, sex, sexual orientation, marital status and disability.

1. **Legislation**

This policy works in line with The Equality Act 2010 and aims to eliminate discrimination of any kind.

1. **Commitments**

* To create an environment where individual differences and the contributions of all team members are recognised
* To create a working environment that promotes dignity and respect for employees and sub contractors.
* To not tolerate any form of intimidation, bullying or harassment and to discipline those that breach this policy
* To make training, development and progression opportunities available to all staff.
* To promote equity in the workplace
* To encourage anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures
* To encourage employees and sub contractors to treat everyone with dignity and respect
* To regularly review all our employment practices and procedures to ensure fairness is maintained at all times.

1. **Summary**

* We will inform all employees and sub contractors that an equality and diversity policy is in operation and that they are obligated to comply to its requirement.
* The equality and diversity policy is fully supported by all Senior Management.
* The policy will be reviewed as necessary.

Signed by:

Company Directors:

\_\_\_\_***Kay Walsh***\_\_\_\_\_\_\_

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