

Equality, Diversity and Inclusion Policy

Policy Statement

Weinsulate.co.uk is committed to promoting equality, diversity, and inclusion in all aspects of our business. We believe that every individual has the right to be treated with dignity, fairness, and respect, and that a diverse workforce strengthens our organisation by bringing a wide range of skills, experiences, and perspectives.

We are committed to providing equal opportunities in employment and ensuring that no employee, worker, contractor, apprentice, or job applicant is treated less favourably because of a protected characteristic under the Equality Act 2010.

These protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We will not tolerate discrimination, harassment, bullying, or victimisation of any kind. All employment decisions, including recruitment, training, promotion, pay, and career development, will be based on merit, skills, qualifications, performance, and business needs.

Our Commitment

Weinsulate.co.uk will:

- Promote a working environment that values diversity, inclusion, and mutual respect.
- Provide equal opportunities throughout the employment lifecycle.

- Ensure that employment policies and practices comply with the Equality Act 2010 and other relevant legislation.
- Encourage an inclusive culture where everyone feels valued, respected, and able to contribute.
- Take reasonable steps to prevent discrimination, harassment, bullying, and victimisation.
- Investigate all complaints fairly, promptly, and confidentially.

Harassment and Victimisation

Harassment is any unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Examples of harassment include, but are not limited to:

- Offensive or derogatory comments, jokes, or language.
- Ridicule, insults, or intimidation.
- Unwanted physical contact.
- Displaying offensive or discriminatory material.
- Unwelcome sexual advances or requests for favours.
- Bullying or threatening behaviour.
- Physical or verbal abuse.

Victimisation occurs when someone is treated unfairly because they have made, supported, or intend to make a complaint under this policy.

Such behaviour will not be tolerated under any circumstances.

Responsibilities

Every employee has a responsibility to:

- Treat colleagues, customers, suppliers, and visitors with dignity and respect.
- Promote equality and inclusion in the workplace.
- Challenge inappropriate behaviour where appropriate.
- Report any concerns or incidents of discrimination, harassment, bullying, or victimisation.

Managers are responsible for ensuring this policy is implemented fairly and consistently and for taking appropriate action where concerns arise.

Breaches of this Policy

Any employee found to have breached this policy may be subject to disciplinary action in accordance with the Company's disciplinary procedure. Serious acts of discrimination, harassment, bullying, or victimisation may constitute gross misconduct and could result in summary dismissal.

Complaints will be investigated promptly, fairly, and confidentially. Where allegations are substantiated, appropriate action will be taken.

Commitment to Equality

Weinsulate.co.uk is committed to creating a workplace where everyone is treated fairly, with dignity and respect, and where diversity is recognised as a strength. We will regularly review our policies and practices to ensure they remain effective, inclusive, and compliant with current legislation.

Signed: E.Smith-Hutchon Date: 14/05/2026

Eric Smith-Hutchon Director