

Equality & Diversity Policy Statement

1. POLICY STATEMENT

Olivet Group (incorporating Oliveti Construction Ltd and Oliveti Cubicles Ltd) is committed to creating and sustaining a positive and supportive working environment for all of our employees, sub-contractors and clients. We aspire to ensure that **ALL** employees, sub-contractors and clients are valued and respected. This Policy reflects Oliveti Group's approach to equality and diversity. We recognise the importance of promoting equality and diversity throughout the Group and value individual differences amongst our employees. We understand and appreciate people from different backgrounds and experiences and the value they bring to the organisation.

2. SCOPE

Our Policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues). Everyone has a personal responsibility for the application of this Policy. As an employer we value the diversity of our employees, sub-contractors and clients and we are committed to providing a fair, equitable and mutually supportive working environment which is reflected in the core values of the organisation, stating the importance of:

- Valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and relationships.
- Equal opportunities based on merit, irrespective of background, beliefs and socio-economic context.
- Believing that excellence will be achieved through recognising the value of every individual.
- Aiming to create an environment that respects the diversity of our employees, sub-contractors and clients.

3. COMMITMENT


No individual will be unjustly discriminated against. This includes, but is not limited to, direct or indirect discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated. Our Policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues).

4. BREACH OF THE EQUALITY & DIVERSITY POLICY

We perceive bullying, harassment and victimisation of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be treated with the strictest confidence and will be investigated, and ultimately disciplined, in accordance with the Company Disciplinary Policy. False allegations of a breach of this Policy which are found to have been made in bad faith will also be dealt with in line with the Company's Disciplinary Policy.

5. POLICY REVIEW

Olivet Group will regularly review this Policy Statement to determine its effectiveness in order to ensure it remains appropriate to the nature and scale of the organisations risks. The Policy Statement will be amended when changes to legislation or operational procedures require. Amendments will be issued to all Oliveti Group employees, subcontractors and any other individuals working on behalf of Oliveti Group where necessary.

Signed: 

G Oliveti, Managing Director
January 2022