

DIVERSITY, EQUALITY & INCLUSION POLICY

FPWM Ltd t/a Footprint Recycling is a female-owned waste management company. Our values strongly support equality, diversity and inclusion.

Delivering the best service to our customers and community starts by working together to create an open, collaborative, and transparent culture where everyone is treated equally and without bias.

To ensure a winning culture, we are committed to embracing diversity within our organisation and our industry and will lead by example by listening and acting on what we have been told.

We will continue to pay due regard to:

- Eliminating discrimination in the planning and delivery of our services in terms of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- Tackling harassment, promote and support good relations and cohesion between all colleagues.
- Promoting equality of opportunity and make our services more accessible to all.

We know that an inclusive and diverse workforce makes us stronger. That is why we are committed to building a workforce that is truly representative of all sections of society. A workforce where everyone feels respected and able to reach to their true and full potential.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment.
- Not unlawfully discriminate because of a person's age, disability, gender
- Reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Our organisation commits to:

- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Making training and development opportunities available to all staff, who will be helped and encouraged to develop, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Taking serious complaints of bullying, harassment, victimisation and unlawful discrimination by employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Ensuring decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing employment policies, practices and procedures when necessary to ensure fairness, and update them to take account of changes in the law.

- Monitoring workforce data regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and to meet the aims of the Public Sector Equality Duty.

This policy also guides the work of our staff and includes all employees, customers, contractors and sub-contractors, partners and any students, volunteers, interns and apprenticeships.

Robyn Brook, Founder, CEO
2022