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Diversity, Equality and Inclusion Policy

Diversity, Equality and Inclusion Statement

At Pylon One, we value diversity and promote equality as essential elements of our culture and operations. We are committed to providing an inclusive environment where everyone is treated with respect and has equal opportunities to succeed. This Diversity, Equality and Inclusion Policy reflects our dedication to fostering a workplace free from discrimination, harassment, and bias, ensuring all individuals are valued for their unique contributions.



John Houchin

Director

22.01.2025



Mark Lyons

Director

22.01.2025

Document History

Sign off:

Name	Designation	Date
John Houchin	Director	21/01/2025
Mark Lyons	Director	21/01/2025
Alex Stidston	Facilities Manager	21/01/2025

Status: APPROVED

The issue status of this document is indicated by the issue number and date detailed below. When any part of this document is amended, issue numbers, dates and a record of the changes is recorded here.

Issue	Amendment	Date	Name	Designate
1	Incipient version	31/10/2023	AS	FM
2	Updates	26/07/2024	AS	FM
3	Updates	21/01/2025	AS	FM
3.1	Review	04/09/2026	AS	OFM

Introduction

The purpose of this policy is to outline Pylon One's commitment to equality and diversity and provide guidelines for promoting inclusivity across all aspects of our operations. It aims to ensure that all employees, customers, and stakeholders are treated fairly and without prejudice.

Scope

This policy applies to all employees, contractors, job applicants, customers, and any other stakeholders interacting with Pylon One. It covers all areas of employment, including recruitment, training, promotion, and workplace conduct, as well as interactions with clients and suppliers.

Principles

Equality

Pylon One is committed to ensuring that all individuals are treated equitably, regardless of any of the following protected characteristics, or any other characteristic protected by law:

- Age (or perceived age)
- Disability (past or present)
- Gender reassignment
- Marriage or civil partnership status
- Pregnancy and maternity
- Race, colour, nationality, or ethnic/national origin
- Religion or belief
- Sex
- Sexual orientation

Diversity

We value the unique perspectives and contributions that a diverse workforce brings to our organisation. We actively encourage diversity in our recruitment processes and workplace practices.

Inclusion

We aim to create an inclusive environment where everyone feels valued and empowered to achieve their full potential.

Legal Framework

This policy is underpinned by relevant legislation, including but not limited to:

- The Equality Act 2010
- Employment Rights Act 1996
- Human Rights Act 1998

Pylon One will ensure compliance with all applicable laws and regulations related to equality, diversity and inclusion.

Responsibilities

Management

- Promote and uphold the principles of equality, diversity and inclusion.
- Ensure that policies, procedures, and practices are free from bias and discrimination.
- Provide training and resources to support equality, diversity and inclusion initiatives.

Employees

- Treat colleagues, customers, and stakeholders with respect and fairness.
- Avoid behaviours that may be discriminatory, harassing, or exclusionary.
- Report any instances of discrimination or inequality.

Suppliers and Contractors

- Adhere to Pylon One's equality and diversity standards.
- Promote inclusive practices in their interactions with Pylon One and its stakeholders.

Implementation

Recruitment and Selection

- Ensure that all job descriptions, advertisements, and selection processes are free from bias.
- Encourage applications from underrepresented groups.

Training and Development

- Provide ongoing training on equality, diversity and inclusion to employees at all levels.
- Ensure equal access to development opportunities for all employees.

Workplace Conduct

- Foster a culture of respect and inclusion.
- Address any complaints of discrimination or harassment promptly and fairly.

Monitoring and Evaluation

- Regularly review workplace demographics and practices to identify and address any areas for improvement.
- Gather feedback from employees and stakeholders on equality and diversity initiatives.
- Report on progress as part of Pylon One's wider sustainability and corporate responsibility goals.

Complaints and Reporting

Any employee or stakeholder who feels they have been subjected to discrimination, harassment, or bias can raise a complaint through Pylon One's grievance procedure. All complaints will be treated confidentially and investigated thoroughly.

Commitment to Continuous Improvement

Pylon One is dedicated to continually improving its equality, diversity and inclusion practices. We will review this policy annually to ensure it remains effective and relevant to our organisation's goals.

For more information or to discuss any aspect of this policy, please contact the Management Team via pylon@pylonone.com.