

 **DIVERSITY AND INCLUSION POLICY**

**AIM**

At Middlesex Hose and Fittings Ltd, we are committed to fostering an inclusive and diverse workplace where all employees feel respected, valued, and empowered to contribute to our company's success. We believe that diversity in perspectives, backgrounds, and experiences enriches our organisation and drives innovation.

Our commitment to inclusion and diversity encompasses all aspects of employment, including recruitment, hiring, training, promotion, compensation, and termination practices. We do not tolerate discrimination based on race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other protected characteristic.

**OUR RESPONSIBILITIES**

To promote an inclusive and diverse workplace, Middlesex Hose and Fittings Ltd will:

* Recruitment and Hiring: We will actively seek to attract and retain a diverse pool of talented individuals from various backgrounds, cultures, and experiences. Our recruitment and hiring processes will be fair, unbiased, and focused on identifying the best candidates based on merit and job-related qualifications.
* Equal Opportunities: We will provide equal opportunities for all employees regarding career development, training, promotions, and advancement within the company. Decisions will be based solely on job-related criteria, such as performance, qualifications, and potential.
* Inclusive Workplace Culture: We will foster an inclusive workplace culture where all employees feel respected, valued, and comfortable being themselves. We will promote open communication, encourage diverse perspectives, and address any concerns or issues related to inclusion and diversity promptly and effectively.
* Training and Awareness: We will provide ongoing training and educational resources to all employees to raise awareness and understanding of inclusion and diversity principles, unconscious biases, and respectful workplace behaviour.
* Supplier and Partner Diversity: We will actively seek to engage with diverse suppliers and business partners who share our commitment to inclusion and diversity principles.
* Accountability: We will hold all employees, including managers and leaders, accountable for creating and maintaining an inclusive and diverse workplace environment. Violations of this policy will be addressed through appropriate disciplinary measures.

Middlesex Hose and Fittings Ltd encourages all employees to embrace and celebrate our differences, and to treat each other with respect, dignity, and fairness. We believe that by promoting inclusion and diversity, we create a more innovative, productive, and successful organisation.

**REVIEW**

This policy will be reviewed and updated periodically to ensure its continued effectiveness and alignment with best practices in inclusion and diversity.