

12.7.3 FAIRNESS, INCLUSION AND RESPECT/ EQUALITY, DIVERSITY & INCLUSION POLICY

DSG is committed to embedding a culture of Fairness, Inclusion and Respect and operating in accordance with the meaning and spirit of these terms:

- Fairness is about treating everyone equally, without bias or discrimination, whilst understanding that at times this may mean some people require extra support
- Inclusion is allowing people to be themselves, valuing difference and letting them know that their contribution is valued, regardless of who they are or their background
- Respect is ensuring your behaviour towards teams, colleagues, clients or contacts is appropriate and does not cause offence. It's about maintaining and encouraging an environment where individual differences are respected

DSG is accredited against the CITB Be Fair Framework which is based on the principles of the Equality Act 2010. We have achieved this by tackling discrimination, harassment, and inequality, and striving for a workforce and industry where people don't suffer.

Every DSG employee is responsible for ensuring that DSG is a fair, inclusive and respectful environment and everyone is expected to behave in line with this code of conduct.

Our FIR Ambassadors and FIR Steering Group are responsible for distributing the message and key principles of FIR and the development of our continuous improvement initiatives.

We believe in the value of a diverse workforce and we are committed to ensuring all our activities are fair, inclusive and respectful to everyone. We promote all opportunities to everyone, to ensure our future workforce is representative of the UK.

The DSG will agree a strategic plan to achieve and progress the Fairness, Inclusion and Respect (FIR)/Equality, Diversity & Inclusion requirements. DSG will prepare an action plan and ensure resource allocations are in place to meet the FIR requirements.



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DSG will use equality impact assessments or similar processes and ensure budget provision has been made to allow for positive actions and the development of FIR/EDI strategies, documentation, training and any work that needs to be done within the community.

DSG will appoint a FIR/EDI representative at senior leadership level to ensure the FIR/EDI agenda is adopted across the organisation and they will embed FIR requirements to enable staff to talk about the different elements of FIR/EDI and make them aware that the organisation is promoting the Be Fair programme.

New Board members will be fully briefed on the existing Board's commitment to FIR/EDI principles. FIR/EDI will be a permanent item on all Board agendas and DSG will ensure that the FIR/EDI representative is able to fulfil meeting actions. Wherever possible steps will be taken to ensure that the Board are working towards recruitment of under-represented groups onto the Board.

Staff meetings will be in place that focus on FIR/EDI requirements and the responsible person will make all staff aware of FIR/EDI information and roles.

It is the policy of DSG to ensure that all FIR/EDI representatives, relevant staff, board members and senior leadership have been able to attend training. In addition, the Board Chair will be given further training/coaching to understand fairness, inclusion and respect (FIR)/equality, diversity and inclusion (EDI) barriers. Staff also needs to see that their comments and/or ideas are being acted upon.

DSG will outline the FIR/EDI agenda to clients and explain the organisation's commitment to the Be Fair Framework and how the client might obtain more information if they require it.

DSG will introduce key performance indicators or a similar system to measure the impact of FIR/EDI initiatives within construction teams and, where appropriate, report progress to clients. Updates will clearly illustrate how the FIR/EDI initiatives are progressing and how things are moving forward.



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DSG will demonstrate effective links with communities. E.g. ensure that the Considerate Constructors Scheme (CCS), or similar practices that meet the same criteria, have been implemented and are fully understood. They will also carry out research to assess the needs of nearby community / client groups. They will also demonstrate how communities have been consulted on the planned programme of works and their built environment needs and provide full information to residents regarding what they can expect from the appointed contractors and their workers. They will also encourage residents to use a feedback process if expectations are not met.

DSG will engage in activities to encourage young people into the industry by building relationships with schools and colleges and where relevant encourage local businesses to apply for work tenders.

DSG will give consideration to any legitimate requests with regards to the composition of the workforce.

DSG will ensure buildings and environments meet minimum standards in relation to FIR/EDI and where necessary, ensure equality impact assessments are carried out to prevent design plans from having a negative effect.

DSG will carry out networking or wider promotional events and ensure that the process considers a varied range of different groups. They will ban all networking that could be considered inappropriate against the FIR/EDI expectations.

It is the policy of the Danny Sullivan Group Ltd, to be committed to promoting a supportive and inclusive culture both for our employees and for those of our partners and supply chain members. Only by integrating the individual strengths of our employees, partners and supply chain members will we maximise efficiency and creativity and at the same time deliver a better customer service.

The Danny Sullivan Group Ltd is also committed to FIR/EDI through promoting equal opportunities and being against discrimination in our policies and practices.



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The Danny Sullivan Group Ltd will not discriminate against individuals or groups on the grounds of age, disability, gender reassignment, race, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Danny Sullivan Group Ltd will be anti-discriminatory and inclusive of those communities and groups that have traditionally been marginalised in society.

In addition, the Danny Sullivan Group Ltd support and fully comply with the Ethical Trading Initiative Base Code that states requires:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

Timothy O'Sullivan
Managing Director
October 2023

Danny O'Sullivan
Founder
October 2023



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