

SMITH BROTHERS BUILDERS LTD: EQUITY, DIVERSITY & INCLUSION STATEMENT

At **Smith Brothers Builders Ltd**, we recognise that our strength lies in our people. Welcoming individuals with a broad range of skills, backgrounds, and perspectives doesn't just make us a better employer—it drives innovation and supports the long-term growth of our business. We are dedicated to building a workplace where every person feels they belong and can contribute their best work.

Our Core Values

Fairness & Protection

We strictly adhere to the **Equality Act 2010**, ensuring no person is discriminated against based on the nine protected characteristics: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

Equity (Leveling the Playing Field)

While fairness means treating everyone the same, **equity** acknowledges that people start from different positions. At **Smiths**, we strive to identify and remove barriers to success, ensuring that every team member has an equal path to opportunity and career progression.

Inclusion & Belonging

Inclusion is more than just being present; it is about being heard. We foster a culture where every employee is supported to participate fully. By valuing diverse voices, we ensure that our business decisions are shaped by a variety of viewpoints, leading to better outcomes for everyone.

Mutual Respect

Beyond legal requirements, we value the diverse life experiences and cultures our team members bring to the table. Respecting these differences enhances our creativity and makes **Smith Brothers Builders Ltd** a more rewarding place to work.

Our Pledges

- **Exceed Standards:** We aim to go beyond mere legal compliance to set a high standard for workplace culture.
- **Zero Tolerance:** we provide a secure environment where employees feel safe to challenge and report inappropriate or exclusionary behaviour.
- **Team Unity:** We work to ensure every individual feels like a vital part of the **Smiths** team.
- **Open Communication:** We actively encourage staff at all levels to contribute ideas and take part in the decision-making process.
- **Aligned Governance:** We ensure that all Company processes, from recruitment to site management, reflect these values.

Accountability

The Directors will consistently review our progress to ensure these values are lived out every day. This statement is backed by our leadership team to protect the health, safety, and well-being of everyone we employ and partner with.

John Smith — Director

Colin Smith — Director

Smith Brothers Builders Ltd

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