



Worshipful Company of Builders Merchants

Diversity, Equality and Inclusivity Policy

November 2024

Diversity, Equality and Inclusivity Policy - WORSHIPFUL COMPANY OF BUILDERS MERCHANTS

Introduction

Approval for the Policy was given by the Court on 1st February 2024 and The ESG Committee will continue to oversee our implementation of this policy as part of our overall ESG policy.

I fully support the plan and will ensure I and future Masters drive for improvements through our committee structure.



Steve Boyer

Master

Worshipful Company of Builders Merchants

Date 24. 11. 2024

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The Equality Act 2010 which became law in 2010 has added significant impetus for all organisations to have a clear equal opportunity statement as well as an Equality Policy in relation to equal opportunities and diversity in our Livery.

The 9 Protected Characteristics are:

- Age
- Disability
- Sex
- Sexual orientation
- Race
- Religion or belief
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity

The Worshipful Company of Builders Merchants (WCOBM) is dedicated to encouraging a supportive and inclusive culture within the livery company. It is within our best interest to promote diversity and eliminate discrimination at any level.

All involved in the company must have a genuine and equal opportunity to participate in our activities, committees and our court, at all levels and in all roles. That includes participation as a Freeman, Liveryman and as an employee.

In its relationships with members and in its provision of services and social events, it is the aim of WCOBM not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

This policy reinforces our commitment to providing equality and fairness to all company members and employees and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All members and employees will be treated fairly and with respect. When WCOBM selects candidates for any positions of office, training or any other benefit, it will be on the basis of their aptitude and ability.

All members in positions of office will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our Livery company will be fully utilised, and we will maximise the efficiency of the company to further the growth of our Livery.

WCOBM commitments:

- To create an environment in which individual differences and the contributions of all members and employees are recognised and valued.
- To create a working environment that promotes dignity and respect for every member/employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all members in positions of office or members that wish to take up positions of office.
- To promote equality in the workplace, which WCOBM believes is good management practice and aligns with all current legislation and employment guidance.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage members and employees to treat everyone with dignity and respect.
- To regularly review all our practices and procedures so that fairness is maintained at all times.

WCOBM will inform all members that an Diversity, Equality and Inclusivity Policy is in operation and that they are obligated to comply with its requirements and promote fairness both at all times including when visiting other organisations while representing the company.

WCOBMs equality and diversity policy is fully supported by the Court and our Master.

Our expectation is that all Liverymen, Freeman and Employees will comply with this policy.

If you have an issue covered by this policy, or want to discuss something related please contact The Companies DEI Officer in confidence via e-mail at stephen.dunkley1@btopenworld.com giving your name, telephone number and e-mail address and we will be in contact within 10 working days.