

1. Policy Statement

Kingfisher Surveying and Design Ltd is committed to fostering a diverse, equitable, and inclusive workplace. We value differences in race, ethnicity, gender, age, disability, religion, sexual orientation, socioeconomic background, and other characteristics protected by law. We believe diverse perspectives enhance innovation, collaboration, safety, and client satisfaction.

2. Purpose

- Ensure every individual is treated with dignity and respect.
- Promote a culture where all employees, subcontractors, clients, and suppliers feel included, safe, and empowered.
- Actively remove barriers and prevent discrimination or harassment.

3. Scope

Applies to all employees, contractors, site staff, clients, suppliers, and partners across all locations and projects.

4. Definitions

- **Diversity:** Recognizing and valuing differences in backgrounds, skills, and experiences
- **Equity:** Ensuring fair access, resources, and opportunities for everyone.
- **Inclusion:** Creating a workplace culture where everyone feels welcomed, heard, and supported.

5. Guiding Principles

- **Respect & Integrity** – Interactions must be free from bias, prejudice, harassment, or discrimination.
- **Fair Recruitment & Career Development** – Recruitment, promotions, and training are based solely on merit and alignment with job requirements.
- **Inclusive Work Environment** – All activities, training, meetings, and social interactions should welcome all voices and perspectives.
- **Supplier & Subcontractor Inclusion** – Encourage engagement with minority-, women-, veteran-, and disability-owned businesses and provide fair access to opportunities.
- **Training & Awareness** – Provide DEI training covering unconscious bias, inclusive leadership, and cultural competency.

6. Responsibilities

- **Leadership:**
 - Champion DEI efforts and integrate them into strategic planning.
 - Allocate necessary resources for DEI training and initiatives.
- **Managers & Supervisors:**
 - Ensure fair hiring and inclusive management.
 - Address and resolve DEI concerns promptly.
- **All Employees & Contractors:**
 - Support an inclusive atmosphere.
 - Report incidents of discrimination or exclusion.
- **DEI Champion/Coordinator** (appoint if feasible):
 - Oversee DEI programs, track progress, and advise leadership.
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7. Recruitment, Hiring & Retention

- Use inclusive job ads and outreach strategies.
- Partner with diverse trade and community groups.
- Ensure fair selection processes, objective criteria, and diverse interview panels.
- Establish mentorship or buddy programs for underrepresented staff.

8. Supplier & Subcontractor Diversity

- Maintain a register of diverse suppliers (minority-, women-, and veteran-owned).
- Provide clear and accessible bidding opportunities.
- Include DEI expectations in supplier selection criteria.

9. Training & Education

- Conduct DEI training sessions for all staff and site workers.
- Provide ongoing opportunities to learn about inclusive practices and cultural awareness.
- Provide managers with tools to recognize implicit biases.

10. Reporting & Accountability

- Establish safe channels for reporting DEI concerns
- Address all reports fairly, promptly, and impartially.
- No retaliation will be tolerated.

11. Monitoring & Measurement

- Collect and analyse workforce diversity data (e.g., gender, ethnicity, role levels).
- Track success of diverse hiring efforts and supplier use.
- Review DEI progress annually, adjust strategies based on results.

12. Review

This policy will be reviewed regularly (at least annually) and revised as needed to reflect legal changes, industry best practices, and stakeholder feedback.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and will be reviewed on an annual basis.

Signed: *Riley Wood*

Date: 01/01/2026

Job Title: Director