

# POLICY STANDARDS FOR SUPPLIERS: EQUALITY & DIVERSITY

Western Blueprint Limited is committed to ensuring that any negative social impacts from its operations are reduced as far as is reasonably practicable. The chosen contractor or supplier is expected to demonstrate that it maintains effective policies and procedures for ensuring equality and diversity in compliance with current legislation.

**The practical application of our standards is detailed as follows:**

## Policy

It is anticipated that the supplier will have a current policy covering equality and diversity in the workplace. A copy should be provided including the date of last revision if not included on the policy.

We believe that to be effective, the policy will be a strategic document and include a commitment to create and sustain a non-discriminatory work environment based on equal treatment for the supplier's entire workforce.

## Compliance with Legislation

We require our suppliers to comply with all current equalities' legislation as set out in the Equality Act 2010.

We also expect our suppliers to be able to demonstrate that they have active equality and diversity practices which ensure compliance with legislation, and relevant codes of practice published by the Equal Opportunities Commission, the Commission for Racial Equality, and Department for Work and Pensions. Direct and indirect forms of discrimination are unlawful under the Equality Act. Staff are protected from discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## Implementation

Western Blueprint Limited is committed to the principle of equality and diversity in all its employment practices and procedures.

We expect that a key supplier will be able to demonstrate active promotion of equality and diversity through the application of recruitment and employment policies, which will ensure individuals are treated fairly, equitably and consistently and that selection decisions are based on relevant knowledge and skills,

aptitudes and abilities.

Examples of implementation could include copies of rules, policies and procedures as detailed in an Employee Handbook, as well as details of consequences of a breach of these rules

## Responsibility

The Directors are responsible for ensuring that the policy standards are implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.



**Richard Russell**  
Director



**Thomas Lowe**  
Director

Date: 12 August 2024

**Date to be reviewed: by August 2025**