



Company Policy for Equality & Diversity 2025-2026

CARL WRIGHT HAULAGE

Equality and Diversity Policy

It is the policy of Carl Wright Haulage & Plant to treat all employees and job applicants fairly and equally, regardless of their sex, sexual orientation, marital status, race, color, nationality, ethnic or national origin, religion, age, disability or union membership status.

Furthermore, the Company will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues and partners.

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce
- aiming to build a workforce which reflects our customer base, within the diverse communities in which we work, with the aim of having parity of representation across the workforce
- encouraging recruitment from groups currently under-represented in the business and their career progression once employed
- treating our customers, colleagues and partners fairly and with respect
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make

- providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- building in legislative requirements and best practice to all our service delivery and employee policies and procedures, and supporting these with appropriate training and guidance

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

The Company will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

The Company is committed to the implementation of this policy and to a program of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Managing Director, Carl Wright. However, all staff are required to comply with the policy and to act in accordance with its objectives to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.



SIGNED: CARL WRIGHT

POSITION: MANAGING DIRECTOR

DATE: 01/06/2019

REVIEWED DATE 01/12/2025

NEXT REVIEW DATE 01/12/2026