

Fairness, Inclusion & Respect (FIR) / Equality, Diversity & Inclusion (EDI) Policy

Document owner: Managing Director, Danpol Ltd.

Published: 1 December 2025

Applies to: Employees, apprentices, labour agencies, subcontractors, suppliers, and joint-venture partners.

1. Commitment

Danpol Ltd. provides workplaces where every person is treated with dignity, respect, and fairness. We align with the FIR Programme, Equality Act 2010, Construction Leadership Council (CLC) commitments, and client equality requirements. Discrimination, harassment, victimisation, or bullying is not tolerated.

2. Objectives

- Achieve workforce representation that reflects the communities we serve, including leadership gender parity by 2028 and 20% ethnically diverse leadership representation.
- Ensure all procurement and onboarding processes promote inclusive opportunities for SMEs, social enterprises, and underrepresented groups.
- Embed inclusive design and accessibility in every compound, office, and welfare facility.
- Capture and publish diversity data, gender pay outcomes, and inclusive leadership KPIs annually.

3. Responsibilities

- **Managing Director & Board:** Sponsor the FIR roadmap, set targets, and review progress quarterly.
- **People & Mobilisation Governance Teams:** Deliver policies, training, reporting, and support for investigations.
- **Managers & supervisors:** Model inclusive behaviours, challenge inappropriate conduct, and ensure adjustments are implemented.
- **All personnel:** Uphold the Code of Conduct, complete training, and use the whistleblowing hotline or HR routes to raise concerns.

4. Inclusive practices

- Structured recruitment with diverse shortlists, bias-aware interview panels, and competency-based scoring.
- Flexible working and job design to support carers, parents, and people with disabilities.
- Clear reasonable adjustment process covering PPE, tools, technology, and rostering.

- Inclusive language guidelines for all communications, induction materials, and toolbox talks.
- Supply chain FIR charter requiring labour providers to evidence fair pay, respect, and representation measures.

5. Training & engagement

- Mandatory FIR/EDI induction and annual refresher modules for employees and subcontractor supervisors.
- FIR ambassadors on each major project lead toolbox talks, listening sessions, and month-of-action campaigns.
- Leadership coaching focusing on psychological safety, allyship, and inclusive decision-making.
- Partnerships with STEM outreach groups, WISE, and local colleges to widen entry pathways.

6. Reporting & assurance

- Quarterly dashboards covering recruitment, promotion, retention, and engagement metrics broken down by gender, ethnicity, disability, LGBTQ+, and socio-economic indicators (where disclosed).
- Investigation process aligned with Anti-Bullying and Whistleblowing policies, with anonymised lessons shared across projects.
- Progress reported publicly via the policy vault, gender pay report, and CSR/ESG statements.

7. Review cadence

Policy reviewed annually with input from employees, supply chain partners, and community stakeholders. Evidence packs (training logs, ambassador reports, diversity dashboards) are stored in the Danpol policy vault.

Signed on behalf of Danpol Ltd.:



Daniel Nowakowski

Managing Director

1 December 2025

Digitally signed with authorisation stored in the Danpol policy vault.