

BRADFORD WATTS

Fairness, Inclusion and Respect (FIR) Policy

Policy Statement:

At Bradford Watts Ltd, we are committed to fostering a culture where Fairness, Inclusion and Respect (FIR) are fundamental to our values, decisions and daily operations. We recognise the value that a diverse and inclusive workforce brings to the construction industry and the communities we serve.

We believe that everyone has the right to be treated fairly and with dignity, regardless of their background, identity, or role. We aim to go beyond legal compliance, embedding FIR across all areas of our business—from boardroom to site, from pre-construction to delivery.

We are committed to creating and maintaining an environment in which:

- Everyone feels respected, valued, and supported.
- Unfair treatment, bias, and discrimination are challenged.
- Opportunities for development and progression are open to all.

This policy applies to all employees, site operatives, directors, subcontractors, agency workers, consultants, clients, visitors, suppliers, and anyone representing or working on behalf of Bradford Watts Ltd.

Legislative and Regulatory Framework:

This policy reflects our obligations under the following UK legislation and regulatory standards:

- Equality Act 2010
- Employment Rights Act 1996
- Health and Safety at Work etc. Act 1974
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974
- Modern Slavery Act 2015
- Public Sector Equality Duty (Equality Act 2010, Part 11)
- ACAS Codes of Practice

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We also commit to the principles outlined in:

- CITB’s Fairness, Inclusion and Respect Toolkit
- Build UK’s FIR Commitment
- Considerate Constructors Scheme (CCS) Code of Practice
- Supply Chain Sustainability School FIR Framework

Policy Aims and Objectives:

Our objectives are to:

- Create a workforce reflective of the communities in which we work.
- Promote a positive working culture free from bullying, harassment and victimisation.
- Ensure inclusive language, behaviours, and procedures in all our practices.
- Ensure equity in access to jobs, training and career progression.
- Eliminate discrimination or bias at all stages of the employment life cycle.
- Uphold a zero-tolerance approach to inappropriate behaviour.
- Empower individuals to speak up and challenge unfairness safely.

Implementation Strategy:

Recruitment and Selection

We will:

- Use open, fair and inclusive recruitment practices.
- Advertise roles in a way that encourages diverse applications.
- Use structured interviews and objective assessment criteria.
- Ensure shortlisting and appointments are based solely on merit, skills and experience.
- Consider flexible working, where possible, to accommodate personal responsibilities.

Learning and Development

We will:

- Provide all employees with FIR training, including unconscious bias and inclusive leadership.
- Deliver regular toolbox talks on respect, inclusion, and appropriate site behaviour.
- Ensure site operatives understand the expected code of conduct through inductions.
- Offer career development pathways that are open to all regardless of background.

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On-Site Practice and Culture

We will:

- Ensure signage, welfare and facilities are inclusive and respectful of all users.
- Promote inclusive site language, imagery and PPE.
- Engage with local communities and encourage local, diverse recruitment where possible.
- Encourage collaborative behaviour between subcontractors, trades and management.
- Monitor the presence of gender-specific PPE and facilities and correct deficiencies.

Working with the Supply Chain

We will:

- Embed FIR expectations into prequalification, tender and contract documents.
- Encourage supply chain partners to adopt their own FIR policies.
- Audit contractors and suppliers for compliance with FIR values.
- Support SMEs and underrepresented groups to access supply chain opportunities.

Responsibilities:

Directors and Senior Management

- Set the tone from the top and act as visible champions of FIR.
- Allocate appropriate resources and authority to support FIR delivery.
- Monitor and review progress, policy implementation, and performance indicators.

Managers and Supervisors

- Integrate FIR into daily management decisions and site leadership.
- Lead by example in respectful and inclusive behaviour.
- Intervene promptly to address poor conduct and reinforce FIR expectations.

All Employees and Site Workers

- Treat everyone with dignity and respect, regardless of their background or role.
- Challenge or report behaviour that undermines fairness or respect.
- Participate in FIR-related training and development.
- Avoid language or conduct that may cause offence or harm.

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Raising Concerns and Addressing Breaches:

Bradford Watts Ltd operates a no-retaliation, confidential approach to reporting breaches of FIR principles.

Employees and operatives can raise concerns through:

- Line management
- HR representatives
- Anonymous suggestion boxes (where applicable)
- External whistleblowing channels (as outlined in our Whistleblowing Policy)

All concerns will be:

- Taken seriously
- Investigated promptly and fairly
- Handled with discretion and protection against victimisation

Disciplinary action, including dismissal or removal from site, may result from breaches of this policy.

Monitoring, Evaluation and Reporting:

We will track and measure our FIR performance through:

- Workforce demographic analysis (anonymised)
- Exit interviews and staff surveys
- Incident and grievance logs
- Diversity reporting for public contracts (where applicable)
- Feedback from site audits and inspections

Findings will be reviewed quarterly by senior management and used to refine our policies, training and strategies.

Communication and Policy Review

This policy is:

- Issued to all new starters and available on the company intranet.
- Displayed on noticeboards in offices and site cabins.
- Shared with clients, subcontractors, suppliers and relevant stakeholders.
- Reviewed annually to ensure relevance and legal compliance.

We encourage all those who work with or on behalf of Bradford Watts Ltd to support our commitment to Fairness, Inclusion and Respect.

F. Pimley: TechIOSH, AIIRSM, MIconM.

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SHEQ Manager



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