

## Equality and Diversity Policy Statement

Harmony Fire Limited is a leader in the fire protection industry providing design, installation, commissioning, and maintenance of both active and passive fire prevention and protection systems. Harmony Fire Limited is fully committed to equality, diversity, and inclusion in principle and practice. We value and respect people regardless of background, culture or lifestyle, whether as part of our workforce, partners or the diverse communities we serve. We will act in accordance with the requirements of the Equality Act 2010, Modern Slavery Act 2015 and the Worker Protection (Amendment of Equality Act 2010) Act 2023. Harmony Fire Limited is committed to:

- Elimination of unlawful discrimination and harassment.
- Promotion of equality of opportunity in service delivery and employment practice.
- Promotion of good relations between different groups of people;
- Publication of a Modern Slavery statement on our website.

### We will:

- Treat all with fairness and respect;
- Demonstrate that we understand different needs, including in relation to the equality strands and additional support needs; and
- Demonstrate how we respect our customers' needs in the way we provide services and communications.
- Take all reasonable steps to prevent sexual harassment of employees in the course of their employment.

### We actively promote and practice equality of opportunity throughout all of our activities including:

- Providing and delivering our services;
- Recruiting, developing and supporting our colleagues;
- Consulting with our customers and their communities; and
- Working with partners, and procuring services and contracts.

**Harmony Fire's Directors and management representatives will aim to achieve better equality outcomes, and assist in the delivery of our equality duty, we will subscribe to the five key steps recommended by the Equality and Human Rights Commission. These are: will annually:**

- Gathering information on how our work affects different racial groups, disabled people and men and women, including non-binary and trans gender men and women.
- Consulting with colleagues, customers, other stakeholders and involving disabled people;
- Assessing the impact of our policies and practices; in light of this evidence, deciding what our priorities for taking action should be; and taking the action that will deliver the best outcomes in race, disability and gender equality
- Review this policy to ensure it is effective.
- Ensure adequate resources are made available to implement the policy; and
- Communicate this policy to all employees interested parties as deemed necessary to achieve its objectives.

**We will not tolerate discrimination, harassment or victimisation of any kind. We have a legal and moral duty to protect individuals from discrimination on the grounds of the nine protected characteristics, which are:**

- age;
- disability;
- gender;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, ethnicity and nationality;
- religion or belief including non-belief; and
- sexual orientation.

### Implementation

Directors and senior management representatives are responsible for the overall implementation of this Policy with delegated responsibilities to Harmony Fires HR Manager who holds specific responsibility for ensuring this Policy is understood and implemented at all levels within the organisation and for monitoring appropriate statistical and diversity information.

All colleagues, contractors, involved customers and third-party service providers are expected to ensure that their actions and behaviour comply with this policy and equality legislation.

**Signed on behalf of the Board of Directors**



**Mr. Warwick Melvin**

**Chief Executive**

**01<sup>st</sup> April 2024**

**Revision 04**