



Equal Opportunity / Diversity Policy Statement



Beacons Business Interiors Ltd & PJ Engineering Consultants Ltd (Trading as PJE Business Solutions), collectively the Bbi Group (BbiG) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- Actively promote equality and diversity to ensure integration throughout the company
- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Promote equal opportunity within all areas of the business
- Commit to eliminating discrimination of any form by providing effective reporting and monitoring procedures
- Comply with all legal and other requirements to which the company subscribes
- Ensure so far as is practicable that our services are designed to meet the needs of the communities in which we operate
- Encourage all our staff to be creative, flexible, efficient and collaborative, generating fresh ideas and innovative practices in line with the Company vision and core brand values
- Training, development and progression opportunities are available to all staff.
- Every employee is entitled to a working environment that promotes dignity and respect to all.
- We will review all our employment practices and procedures to ensure fairness.
- The policy will be monitored and reviewed annually.

A handwritten signature in black ink, appearing to read 'Adrian Bateman', written over a white background.

Adrian Bateman

Beacons Business Interiors Group Managing Director

13th January 2022