



EQUALITY AND DIVERSITY POLICY

Section 1: PURPOSE

The Association of Specialist Underpinning Contractors (ASUC) is committed to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workforce. ASUC's aim is to ensure that all employees, job applicants, members and clients are given equal opportunity and that the Association is representative of all sections of society. Each individual will be valued and respected.

Section 2: SCOPE

2.1 ASUC's Role and Responsibilities

- ASUC accepts responsibility for promoting equality and diversity in its workplaces and amongst its membership. The Association values each individual, and is willing and prepared to fulfil their needs, to support them, and to combat discrimination.
- ASUC will monitor this, and set targets for ongoing improvement.

2.2 ASUC's Commitments

- ASUC commits to safeguarding those who may face inequality or harassment due to one or more of the nine protected characteristics, as protected from discrimination under equality legislation in the Equality Act (2010). These are:
 - i. *Age*
 - ii. *Disability*
 - iii. *Sex*
 - iv. *Sexual orientation*
 - v. *Race*
 - vi. *Religion or belief*
 - vii. *Gender reassignment*
 - viii. *Marriage or civil partnership*
 - ix. *Pregnancy and maternity/paternity*
- This policy reinforces ASUC's commitment to providing equality and fairness to all, and not provide less favourable treatment on the grounds of age, disability, gender reassignment, ASUC, 11 Ramsay Court, Kingfisher Way, Hinchbrook, Business Park, Huntingdon, PE29 6FY



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marriage or civil partnership status, pregnancy and maternity/paternity, race, ethnic origin, nationality, national origin, religion or belief, or sex and sexual orientation.

- ASUC is opposed to all forms of unfair and unlawful discrimination.
- ASUC commits to a work environment that promotes dignity and respect for every individual.
- ASUC will not tolerate any form of intimidation, bullying or harassment, and to discipline those that breach this policy.
- ASUC commits to encouraging anyone who feels that they have been subject to discrimination to raise their concerns, so that the Association can apply corrective measures.
- ASUC will regularly review all of its employment practices and procedures, so as to ensure that fairness is maintained at all times.

Section 4: EFFECTIVE DATE

This policy becomes effective on 1 January 2025.

Section 5: ACCOUNTABILITY AND RESPONSIBILITY

James Berry is accountable for this Policy.

James Berry is responsible for this Policy.

Section 6: REVIEW

This policy shall be subject to review by 1 January 2026.