

Equality, Diversity & Inclusion Policy

K Dean Building Services Ltd

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Approval Status	Approved	Copy Status	Public Controlled Copy
Review Frequency	At least annually	Approval Method	Director approval / controlled electronic record

1. Commitment

K Dean Building Services Ltd is committed to a working environment in which people are treated fairly, with dignity and respect, and where unlawful discrimination, harassment, victimisation and bullying are not accepted.

2. Principles

- Recruit, develop and engage people based on ability, competence and legitimate role requirements.
- Do not unlawfully discriminate because of protected characteristics under the Equality Act 2010.
- Consider and implement reasonable adjustments where legally required and practicable.
- Promote respectful conduct on sites, in offices, with clients and throughout the supply chain.
- Provide a route to raise concerns without victimisation.
- Expect subcontractors and suppliers to support equivalent standards.

3. Responsibilities

Managers are responsible for fair decisions, appropriate behaviour and responding to concerns. Everyone working for or on behalf of K Dean is expected to treat others with respect and challenge or report inappropriate conduct.

Reference Framework

This document is intended to support K Dean Building Services Ltd management arrangements and should be read alongside applicable legislation, client requirements, project-specific documentation and competent professional advice. Key references include:

- Equality Act 2010
- ACAS guidance on discrimination, harassment and workplace equality

Director Approval

This document has been reviewed and approved on behalf of K Dean Building Services Ltd by the Company Director and will be reviewed at least annually, or sooner where legislation, company arrangements, client requirements or operational risks change.

This public controlled copy does not display a handwritten signature. Approval is recorded within the Company controlled-document system.

Approved on behalf of	K Dean Building Services Ltd
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Approved by

Company Director

Approval date

16 August 2026