



# **EQUALITY, DIVERSITY & INCLUSION POLICY**

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**Full Policy & Procedures:** Available on request

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## Statement

Alia Steel Fixing Ltd is committed to promoting equality, diversity and inclusion across all areas of its business, including employment, recruitment, training, site operations, subcontractor engagement, client relationships and supply chain activities.

We are committed to providing a working environment where everyone is treated fairly, respectfully and with dignity. We do not tolerate unlawful discrimination, harassment, bullying or victimisation in any form.

Our approach is based on fairness, respect, professionalism and compliance with applicable equality legislation, including the Equality Act 2010. We recognise the importance of creating an inclusive workplace where people from different backgrounds, experiences and perspectives can contribute positively to our business and the projects we support.

Alia Steel Fixing Ltd provides steel fixing services across commercial, residential, public sector and infrastructure projects. We understand that our clients, principal contractors and project partners expect high standards of behaviour, communication and cooperation from everyone working with or on behalf of our company.

## Commitment

The objective of this Policy is, so far as is reasonably practicable, to support a fair, respectful and inclusive working environment.

Alia Steel Fixing Ltd is committed to ensuring that:

- all employees, workers, subcontractors, applicants, clients and project partners are treated fairly and with respect;
- recruitment, selection, training, promotion and work allocation decisions are based on merit, competence, suitability and business need;
- unlawful discrimination, harassment, bullying and victimisation are not tolerated;
- reasonable adjustments are considered where required and where reasonably practicable;
- workers are encouraged to report concerns without fear of victimisation;
- equality, diversity and inclusion are considered as part of our working arrangements, site conduct and business activities;
- our company continues to support a professional, respectful and inclusive working culture.

## Protected Characteristics

We are committed to ensuring that no person is treated less favourably because of a protected characteristic, including:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;

- sexual orientation.

## Conduct and Behaviour

Everyone working with, or on behalf of, Alia Steel Fixing Ltd is expected to behave in a professional, respectful and inclusive manner at all times.

Unacceptable behaviour may include, but is not limited to:

- discrimination or less favourable treatment;
- harassment, bullying or intimidation;
- offensive jokes, comments, gestures or images;
- victimisation of a person who has raised a concern or supported a complaint;
- exclusionary behaviour that creates an unfair or hostile working environment;
- refusal to cooperate with reasonable equality or inclusion requirements.

Any breach of this Policy may be addressed under the company's internal procedures and may result in appropriate action being taken.

## Working Arrangements

We manage equality, diversity and inclusion through clear expectations, fair working practices and appropriate communication with employees, subcontractors, clients and project teams.

Our arrangements include:

- treating all employees, workers, subcontractors, clients and visitors with dignity and respect;
- ensuring recruitment and selection decisions are based on skills, experience, competence and suitability for the role;
- providing fair access to work opportunities, training and development where applicable;
- avoiding discriminatory language, behaviour, assumptions or conduct;
- making reasonable adjustments where required and where reasonably practicable;
- ensuring site supervisors and management promote respectful working practices;
- cooperating with client and principal contractor equality, diversity and inclusion requirements;
- ensuring concerns relating to discrimination, harassment, bullying or victimisation are taken seriously;
- addressing inappropriate conduct promptly and fairly;
- encouraging workers to raise concerns through appropriate supervision or management channels;
- ensuring subcontractors and others working on our behalf understand their responsibility to behave appropriately;
- maintaining a workplace culture that supports professionalism, teamwork and mutual respect.

## Responsibilities

Managers and supervisors are responsible for setting the expected standard of behaviour, dealing appropriately with concerns and ensuring that site teams understand the importance of respectful and fair treatment.

Employees, workers and subcontractors are responsible for supporting this Policy and for ensuring their conduct does not undermine equality, diversity or inclusion.

We expect all employees and subcontractors to contribute to a positive working environment and to notify supervision or management if they witness or experience behaviour that may be discriminatory, intimidating, offensive, hostile or inappropriate.

## Review

Alia Steel Fixing Ltd is committed to continually improving its approach to equality, diversity and inclusion.

This Policy and its supporting arrangements are reviewed regularly and updated where necessary to reflect changes in legislation, client requirements, working practices, industry standards and business activities.

We use feedback from employees, supervisors, clients, subcontractors and project teams to improve our working environment and prevent recurring issues. Where concerns are identified, we aim to address them promptly, fairly and appropriately.

This Policy is supported by our internal management arrangements and project-specific procedures, which are available on request where applicable.

For and on behalf of Alia Steel Fixing Ltd

A handwritten signature in black ink that reads 'Malik Alia'.

Mr Malik Alia  
Director

Date: 22 May 2026