

Cunningham & Associates FM Ltd (CAAFM)

DIVERSITY & INCLUSION POLICY

The Organisational Context of CAAFM has been used in the development of this policy by ensuring applicable external and internal factors have been considered along with the needs & expectations of all interested parties that are relevant to the company's direction, continuous improvement and decision making relating to Diversity & Inclusion.

CAAFM is committed to supporting diversity and to creating an inclusive culture by striving to be responsive to different cultures and groups in all our interactions with employees, customers, visitors, suppliers, contractors, shareholders, investors and in the organisations in which we operate along with the various locations within the CAAFM.

In CAAFM diversity is valued and important to the on-going business success and integral to achieving our strategic objective of being an ethical company to work for. Every employee has the right to be treated with respect and dignity throughout their employment with CAAFM and not to be discriminated against. The company has a zero-tolerance attitude to bullying, harassment or victimisation of any kind. It is therefore company policy to ensure that:

- Potential is recognised of what all people bring to the workplace regardless of: Age, Disability, Gender, Gender Reassignment, Marital and Civil Partnership status, Pregnancy & maternity, Race, Religion or belief or absence of religion or belief
- Managers work in partnership with employees to create and sustain an inclusive working environment where everyone's unique contribution is valued.
- CAAFM continually strive to provide employees with a working environment that is free from discrimination.
- Decisions affecting employment, training, promotion and career development are based on an individual's ability and genuine occupational requirements.
- Compliance with relevant legislation by requiring all employees to meet the minimum standards of behavior and conduct in relation to how they treat their colleagues and other people they have contact with as part of their work with B38FM.
- CAAFM provides employees and managers with appropriate information, via this Policy, on diversity and inclusion in the workplace. As well as to provide diversity & inclusion training for all employees.
- Appropriate risk assessments are in place so that the CAAFM management team understands vulnerabilities and threats that may expose potential risks to the effective working of this policy.

This Diversity and Inclusion Policy and the Organisational Context are live documents that are reviewed regularly during Management Review to support the setting of objectives & targets to achieve the intended results of the CAAFM Management Systems.



Dated: 25th November 2023

Michael Cunningham – Managing Director

For and on behalf of Cunningham & Associates FM Ltd.