

Equality, Diversity & Inclusivity Policy Statement

Commitment

TXM Plant Limited believes that our goals of always exceeding client expectations and being the most attractive place to work will only be achieved if we recruit, retain, reward and develop our people with regard to their abilities and contributions and without reference to their background, gender, ethnic origin, age, religion, sexual orientation, political belief or any disability.

To this end we embrace diversity by promoting and sustaining an open, inclusive and supportive working environment to enable our people to make the most of their particular qualities and skills and to achieve their full potential in line with their abilities and aspirations.

Our employment policies and practices are designed to provide a framework which makes our values and expectations clear and delivers fairness and consistency of approach, while at the same time allowing people to be themselves at work. We also place great emphasis on the power of teamwork and co-operation and the benefits they provide to both the individual and the Company.

TXM Plant also believes that others affected by our business needs shall be considered. To this effect, we shall value the impacts we have on others when purchasing products and services. We shall make every effort to ensure products and services are sourced locally wherever possible, and that elements of our business involving overseas sourcing shall meet Fair Trading standards.

Our diversity policy explains in detail how the principles of inclusivity and diversity are embedded into all that we do, including our approach to recruiting, training, developing, rewarding and involving people.

Responsibility

As Chief Executive Officer, I am personally committed to the policies success. The responsibility for policy implementation rests with the Human Resources Director with support from all Directors. Although management provides the framework and associated policies, it is the responsibility of everyone to sustain a culture which supports the principles of diversity and inclusivity.

Definitions

Diversity means treating our employees and supply chain staff fairly and consistently, regardless of background, gender, age, ethnic origin, religion, sexual orientation, political belief or disability.

Equality is concerned with what we as an organisation do to make sure that everyone can reach their potential and that we tap into cultural differences to achieve organisational success and support staff satisfaction.

Inclusivity is another important aspect and, in particular, listening to people, involving them and sharing information

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Key Aims

Our key aims in relation to equality of opportunity, achieving an inclusive environment, and embedding the principles of diversity in all we do, are:

- to maintain a working environment where everyone is treated with dignity and respect;
- to raise awareness of what we mean by diversity;
- to ensure that everyone is aware of their own personal responsibility regarding the principles of diversity;
- to provide and communicate clear employment policies and to ensure they are applied fairly;
- to ensure consistency and fairness in all our processes;
- to offer our employees a career progression route which provides a clear framework but is flexible in that it allows individuals choice;
- to provide training opportunities for all with a focus on the individual selecting training initiatives and taking responsibility for their development;
- to ensure considerations are given to fair trading and not involving ourselves knowingly with potentially oppressive regimes when purchasing products and services from our supply chain.
- to ensure that any failure to adhere to these principles is dealt with promptly and, where relevant, action is taken.

Reason for this policy

There is both a business and a moral imperative in supporting diversity. To achieve both business and individual goals we need to:

- tap into the widest possible pool of people to attract high quality individuals;
- motivate our people by providing a supportive culture where everyone feels they are treated fairly and can do their best;
- offer clients ideas and solutions that can only come from tapping into a broad base of talent;
- respond to the needs of a range of clients: having a diverse and representative workforce is of great importance and clients expect this of us;
- continually improve through innovation to reduce our carbon footprint, use sustainable materials, and encouraging our supply chain to follow our values.
- provide an environment where people work as teams, listen to each other, share ideas; and
- ensure we comply with all relevant legislation.

Recruitment and selection

As a provider of plant solutions, we face certain challenges in attracting candidates from diverse backgrounds and we are working to meet this challenge with particular reference to attracting candidates from more diverse backgrounds.

Our recruitment and selection processes are designed to be free from bias and all those involved in recruiting are given equal opportunities training. Only relevant criteria are used for selection i.e. those appropriate for the role and we ensure that any tests used are free from bias.

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Career progression

We aim to achieve a culture of continuous learning and development with our employees taking ownership for their career progression within a supportive framework. Directors and managers have a crucial role to play by providing coaching and feedback. Promotion decisions are based on individuals' abilities and potential.

Harassment/bullying

TXM Plant takes complaints regarding possible harassment or bullying very seriously and will deal promptly and decisively with any issues. Our policies are included in our Staff Handbook and are covered at induction.

Monitoring

We monitor the composition of our workforce and supply chain on an ongoing basis. The demographic statistics we produce allow us to check how we are doing, to identify any trends and to benchmark ourselves against other organisations. This then allows any relevant actions to be planned. We are sensitive to the views of our staff and appreciate that some people may not want to disclose personal information such as sexual orientation and religion because they find it intrusive, and so do not request such data. We are also sensitive to moral issues revolving around our purchasing process, making every effort to ensure Fair Trade standards are met, preference to sustainable materials are used, and oppressive regimes are avoided at any cost.

We also analyse information such as leaver data. This again allows TXM Plant to identify trends or issues where we may need to take action.



Brian Reynolds
Chief Executive Officer

Review due by 31st January 2022



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