

Diversity & Inclusion Policy



Goonvean Aggregates Ltd. is committed to enhancing the diversity and inclusiveness of its workforce, recognising that a diverse team drives innovation, strengthens decision-making, and ensures fair and responsible business practices. We aim to provide equal opportunities, eliminate discrimination, and foster an inclusive culture where all employees feel valued, respected, and supported.

Scope

This policy applies to all employees, agency staff, contractors, and applicants for employment at Goonvean Aggregates Ltd.

Commitments

1. Equal Opportunities – Employment decisions (recruitment, promotion, training) will be based solely on merit, qualifications, and business needs.
2. Inclusive Workplace – We will promote a culture that respects differences, supports wellbeing, and prevents discrimination, harassment, or victimisation.
3. Representation – We will set objectives to increase representation of underrepresented groups across the workforce.
4. Accessibility & Flexibility – We will make reasonable adjustments to support employees with disabilities and offer flexible working where possible.
5. Awareness & Training – All employees will receive training in equality, diversity, inclusion, and unconscious bias.
6. Zero Tolerance – We will not tolerate any form of discriminatory behaviour and will investigate all concerns raised.

Legal and Standards Alignment

This policy complies with the Equality Act 2010 and supports BES 6001 commitments under Section 3.2: Labour Practices.

Management System for Diversity & Inclusion

To meet BES 6001 requirements, this policy is supported by a documented management system that includes:

1. Leadership & Responsibility

- The Managing Director has overall accountability for diversity and inclusion.
- HR and line managers are responsible for implementation, monitoring, and reporting within their teams.

2. Planning & Objectives

- Annual diversity and inclusion objectives will be set (e.g., increase gender balance in management, reduce recruitment bias).

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- Objectives will be aligned with business strategy and sustainability goals.

3. Implementation & Controls

- Recruitment processes will include diverse candidate outreach, unbiased job descriptions, and structured interviews.
- Employee engagement initiatives (mentoring, training, feedback forums) will be implemented to support inclusivity.
- Grievance mechanisms will be available to report discrimination or harassment confidentially.

4. Monitoring & Measurement

- Key performance indicators (KPIs) will be tracked, such as:
 - Gender and age distribution of workforce.
 - Representation of underrepresented groups.
 - Participation in diversity training.
 - Employee engagement survey results on inclusivity.
- HR will maintain documented records of monitoring activities.

5. Audit & Review

- Internal audits will include checks on diversity and inclusion practices.
- An annual management review will evaluate performance against objectives and KPIs.
- Outcomes will inform continual improvement actions.

6. Reporting & Transparency

- Progress against diversity and inclusion objectives will be reported to senior leadership and, where appropriate, externally in sustainability reports or BES 6001 evidence packs.

Review Cycle

This policy and its supporting management system will be formally reviewed at least annually as part of the integrated management review process required by BES 6001, or sooner if required by legislation or significant organisational change.

Signed: 

Managing Director, Goonvean Aggregates Ltd.

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