
Equal Opportunities Statement

Issue Date: 07 / 01 / 2025

Review Date: 07 / 01 / 2026

Approved by: Nancy Mcwilliam – Company Director

Our Commitment

M & F Roofing NW Ltd is committed to providing equality of opportunity in employment and ensuring a workplace that is free from discrimination, harassment, and victimisation.

We value diversity and aim to treat all employees, job applicants, contractors, and customers fairly, with dignity and respect — regardless of their:

- Age
- Disability
- Gender or gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality or ethnic origin
- Religion or belief
- Sex or sexual orientation

What This Means in Practice

We will:

- Recruit, train, and promote individuals based on merit, ability, and business needs.
- Provide equal access to development, training, and promotion opportunities.
- Make reasonable adjustments for disabled individuals where required.
- Take prompt action to address any complaints or breaches of this policy.

Discrimination and Harassment

We have zero tolerance for any form of:

- Direct or indirect discrimination
- Harassment or bullying
- Victimisation of individuals who raise concerns or support others

All incidents will be investigated, and disciplinary action taken where appropriate.

Responsibilities

- The Company Director is responsible for overseeing and reviewing the implementation of this policy.
- Managers and Supervisors are expected to lead by example and uphold equal treatment.
- Employees must treat colleagues, clients, and subcontractors with fairness and respect at all times.

Review

This statement will be reviewed annually and updated where necessary to ensure ongoing compliance with the Equality Act 2010 and best industry practices.

Signed:

Nancy Mcwilliam
Company Director
M & F Roofing NW Ltd