



HR EQUALITY, DIVERSITY AND INCLUSION POLICY

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John Pipe International
380 Ringwood Road
Poole, Dorset
BH12 3LT

01202 715 888

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1. Introduction:

John Pipe International is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

As a provider of goods, services and facilities John Pipe International is also committed against unlawful discrimination of customers or the public.

2. Scope:

The purpose of this guide is to promote equality, fairness and respect for all in our employment, whether temporary, part-time or full-time and to not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

As signatories of the Armed Forces Covenant, John Pipe International promotes the inclusion of Armed Forces Veterans in its recruitment selection process.

John Pipe International opposes and avoids all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy

- leave for parents
- requests for flexible working, including additional leave for Armed Forces Reservist and CFAVs employees.
- selection for employment, promotion, training or other developmental opportunities.

3. Our Commitments:

- 3.1 Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Promote to members of the team that they share the responsibility to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- 3.2 Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- 3.3 Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- 3.4 Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

- 3.5 Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.

- 3.6 To allow Reservist and CFAVs employees additional unpaid leave for Armed Forces or Cadet Force activities equal to their paid leave, without being disadvantaged in their career progression.



Nathan Kennedy
Managing Director

Company Registered Address

JOHN PIPE LIMITED | 380 RINGWOOD ROAD | POOLE | DORSET | BH12 3LT

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