



FAIRNESS INCLUSION RESPECT (FIR) POLICY

1. Policy Statement

Avantgarde Tiling Ltd is committed to promoting fairness, inclusion and respect across all areas of business. We aim to create a working environment where everyone is treated with dignity, fairness and professionalism, free from discrimination, harassment or victimisation.

We recognise that a diverse and inclusive workforce strengthens our company, improves decision-making and enhances project delivery.

This policy applies to:

- All employees
- Directors and managers
- Subcontractors and labour-only operatives
- Apprentices and trainees
- Suppliers and business partners

2. Our Commitments

Avantgarde Tiling Ltd is committed to:

- Providing equal access to employment, training and development opportunities
- Treating all individuals fairly and consistently
- Preventing discrimination on the grounds of:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race (including nationality and ethnic origin)
 - Religion or belief
 - Sex
 - Sexual orientation
- Promoting a workplace culture where inappropriate behaviour is challenged
- Complying fully with the *Equality Act 2010* and all relevant UK legislation

3. Recruitment & Progression

We ensure that:

- Recruitment decisions are based solely on skills, experience and competence
- Job adverts and role descriptions are neutral and non-discriminatory
- Interview and selection processes are fair and objective
- Training and promotion opportunities are accessible to all based on merit

We support skills development through NVQs, apprenticeships and professional training, ensuring equal opportunity for career progression.

4. Site Conduct & Behaviour

All employees and subcontractors are expected to:

- Treat colleagues, clients and other trades with respect
- Avoid inappropriate language or behaviour
- Challenge or report unacceptable conduct
- Work collaboratively and professionally

Any form of bullying, harassment, intimidation or discrimination will not be tolerated.

Breaches of this policy may result in disciplinary action or removal from site.

5. Reporting Concerns

Employees and operatives are encouraged to raise concerns confidentially with:

- The Directors
- Managers
- The Site Manager

All concerns will be taken seriously and investigated promptly and fairly. There will be no retaliation against individuals raising genuine concerns.



6. Training & Awareness

Avantgarde Tiling Ltd promotes awareness of fairness and inclusion through:

- **Induction Briefings**
All employees, operatives and subcontractors receive briefing at induction covering our expectations regarding professional conduct, equal opportunities, anti-bullying standards and reporting procedures.
- **Toolbox Talks**
Regular toolbox talks reinforce respectful workplace behaviour, cultural awareness, professional communication and site conduct standards.
- **Management Guidance & Leadership Responsibility**
Directors, Managers and Supervisors are responsible for setting behavioural standards and leading by example. Supervisors are expected to challenge inappropriate behaviour immediately and escalate concerns where necessary.
- **Ongoing Monitoring & Review**
Workplace culture, complaints (if any), and behavioural standards are reviewed as part of management discussions to ensure continuous improvement and alignment with legal obligations and client expectations.

Supervisors and managers are made fully aware of their responsibility to maintain inclusive working environments and ensure that all operatives are treated fairly and with respect on every project.

7. Monitoring & Review

This policy is:

- Reviewed annually
- Updated in line with legislative changes
- Communicated to all staff and subcontractors

We remain committed to continuous improvement in promoting fairness, inclusion and respect within our business and across our supply chain.

Barbara Zanasi
Avantgarde Tiling Ltd
Managing Director

25 February 2026