

Equality, Diversity and Inclusion Statement

Organisation

This statement applies to Ambipar Response Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2020/2021. The scope of this statement is to explain what we mean by Equality, Diversity and Inclusion and how this is used within the organisation.

Definitions

Equality promotes opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

Diversity promotes representation and valuing individuals for their different perspectives.

Inclusion promotes a way for everybody to have a voice and a way to participate.

Equality

The Equality Act 2010 is an Act of Parliament of the United Kingdom passed during the Brown ministry with the primary purpose of consolidating, updating and supplementing the numerous prior Acts and Regulations, that formed the basis of anti-discrimination law in mostly England, Scotland and Wales and some sections also apply to Northern Ireland. These consisted, primarily of the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995 and three major statutory instruments protecting discrimination in employment on grounds of religion or belief, sexual orientation and age.

The Act legally protects people from discrimination at work and in society in general. It covers 9 topics which are known as Protected Characteristics:

- Race - is defined as including colour, nationality, ethnic or national origins, or being a person of a particular racial group.
- Age
- Gender
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Religion or belief
- Sexual orientation

All forms of discrimination can be direct or indirect.

Direct discrimination occurs where a person is treated, or would be treated, less favourably ‘because of’ for example race compared with others in like-for-like circumstances. Direct discrimination can never be justified, no matter how well-intentioned the motive.

Indirect discrimination occurs when a provision, criterion or practice (PCP) is applied universally and that PCP: puts, or would put, a group of people or an individual employee at a particular disadvantage or cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment is unlawful where a person is subjected to unwanted conduct ‘related to’ any of the above, and the conduct has the ‘purpose’ (intentionally) or ‘effect’ (unintentionally) of violating that person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for him or her.

Diversity

Diversity management benefits individuals, teams, and a company as a whole and customers. It recognises that each employee brings their own unique capabilities, experiences and characteristics to their work and values such diversity at all levels of the company in all that is done.

It is about recognising a talented and diverse workforce as a key competitive advantage. Business success reflects the quality and skill of people to ensure top business growth and performance.

Diversity is about treating all people with respect and dignity. Striving to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences.

Diversity should encompass differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

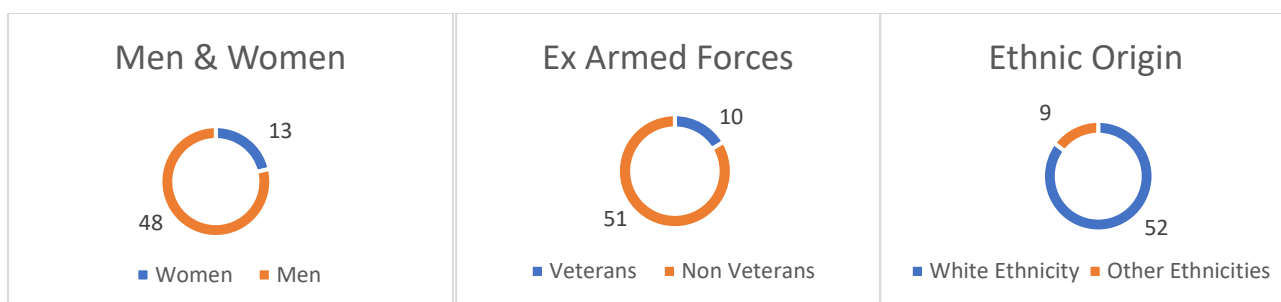
Inclusion

Inclusion’s mission is to help everyone find their place in the world and make them feel at home. This means continually celebrating the diverse community different individuals cultivate and giving every single person a way to have their voice heard.

Facts of Current Employment & The Organisations Policies

We are an equal opportunity employer who strives to engage with people from varying backgrounds and all walks of life. We focus on people’s attributes and contributions to gain the best from our workforce and have a strong understanding of how diversity can unlock our ability to be innovative and creative, thus helping the business to succeed.

Currently Employed



AR002 – Equality and Diversity Policy
AR006 – Bullying & Harassment Policy
AR009 – Equal Opportunities Policy
AR017 – Recruitment Policy
AR018 – Slavery , Forced Labour and Child Labour Policy
AR037 – Training and Development Policy
ARIMS – 062 Whistleblowing Procedure

The Organisations Commitment to and Steps towards Continued Improvement.

We commit to consistent review and improvement where possible to ensure we remain vigilant and compliant with The Equality Act 2010

We take very seriously our legal duty to look for ways to eliminate discrimination, advance equality of opportunity and foster good relations between people with a protected characteristic and those without.

Our policies and procedures guide our employees and support us in our mission to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Foster good relations between people who share a protected characteristic and those who do not.
- To ensure that everyone is heard.
- To send a clear message of the importance of this work.
- To strengthen our approach across our stakeholder groups (service users, staff & partners) to be more joined-up/consistent.
- To better understand where issues in fairness and equality arise and swiftly drive forward tangible action and change.
- To become more proactive, forward thinking, strategic and ambitious, with longer term goals (beyond the year ahead).
- To enable a shared understanding of where we want to go/what we want to achieve.
- To promote awareness of our ambitions and gain buy-in and collaboration with others.
- To enhance our transparency and accountability for delivery.

We are determined to go above and beyond our legal obligations. We recognise that bullying, discrimination, bias and inequity are experienced not only by those with protected characteristics set out in legislation and we wish to do all that we can to educate our employees in order to make sure this does not happen within our organisation and to affiliate ourselves with those who share our views.

2021/2022 will see us actively trying to encourage a more diverse workforce through clearer recruitment strategies. We are committed to supporting veterans to train in our field of Environmental Response and would like to encourage more women to undertake some of our technical roles.

We are committed to recruiting the best person for the job no matter their age, gender, race, religion, or sexual orientation. It's the person's ability we focus on not their disability. We celebrate the extraordinary achievements diversity can bring to our family and look to bring likeminded people onboard.

Our Vision and Our Values

Our vision is to be recognised as the world's most trusted and capable Commercial Response Organisation and provider of Resilience Services.

Our values are a set of guiding principles. We care about our people, members, clients and the communities we serve and in which we operate, because of this our core values are:

- Safety – safety and respect for the environment is central to all that we do.
- Passion – we are passionate about the service we provide and the work that we do.
- Integrity – we treat our client's brand as our own.
- Courage – we speak the truth and have the mettle to disagree and challenge.
- Excellence – we constantly strive to deliver the highest quality and value possible.
- Innovation – we look for smart ways to provide simple solutions to complex issues.
- Talent – we recognise our people, their professional knowledge and skills is the product we sell

We aim to incorporate our values into all the work that we do and recognise that they are especially key to our commitment to the social context in which the organisation operates and its aim to deliver.

This document was approved by the Leadership Team on 29th April 2021

Signed:

Print name: Stacey Walker

Job Title: Administration Function Unit Lead

Date: 23rd March 2021