

# EA-RS



## Equity, Diversity and Inclusion

Revision: V3

Date: Feb 2026

EA-RS Group Ltd Serves as the direct parent company for the below listed businesses. These businesses operate as subsidiaries of EA-RS Group Limited and adhere to our policies within their respective entities.

Our **businesses** and **brands** include:



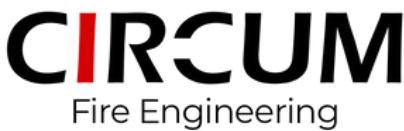
Air Projects Life Safety in Ventilation



APW Fire Protection Ltd



Bonnell's Electrical Ltd T/A Bonnell's Electrical



CIRCUM Fire Engineering



Crane Fire Security & Audio Visual



EA-RS Fire Engineering



EA-RS Group



EA-RS Fire Management Ltd



EA-RS Solutions Ltd T/A EA-RS



Firesec Compliance



Surefire Ltd

Surefire Ltd



UK Fire & Security Doors



Vulcan Fire

## **Diversity, Equity, and Inclusion Policy**

The EA-RS Group consists of outstanding individuals, each with their own unique backgrounds, personal traits, experiences, skills and motivations. We appreciate the diverse perspectives our team members contribute to our business. This diversity is a significant strength. Our goal is to ensure that our workforce reflects all segments of society while promoting an inclusive and respectful atmosphere for every employee and anyone connected to our organisation.

Encouraging diverse perspectives is invaluable. Our aim is to cultivate an inclusive environment where everyone can grow and excel in our industry.

By fostering an inclusive culture, we can all benefit from a variety of perspectives, experiences, and skills. We believe that this approach leads to a more positive and productive workplace for everyone.

The Senior Management team fully endorses our Equity, Diversity and Inclusion policy.


### **1. OUR COMMITMENTS**

1.1 We are dedicated to fostering equal opportunities in employment and cultivating a workplace culture that values diversity and inclusion, where everyone is treated with dignity and respect. In line with our zero-tolerance stance on discrimination in any form, employees and all job applicants will receive equal treatment regardless of age, disability, gender assignment, material or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics). We are committed to ensuring equitable treatment for everyone we interact with as an organisation, including customers and suppliers

1.2 We will take all reasonable steps to:

- Raise awareness and provide training to all staff and managers on all aspects of equality and diversity in the workplace.
- Apply the principles of equity to all staff and job applicants to ensure equality of opportunity. Our goal is to ensure that no individual is denied employment opportunities for reasons unrelated to their abilities.
- Establish programs and processes that promote a diverse pool of candidates at all career stages, starting with recruitment and continuing through talent development and promotion to senior leadership positions.
- Implement all internal policies and procedures (on a fair and impartial basis).
- Create an inclusive working environment that is sensitive to the needs of staff of differing cultures, religions, and beliefs. For example, in connection with festivals, religious observance and dress.
- Make reasonable adjustments to enable employees with disabilities to function effectively and to their full potential.
- Ensure that all work environments are free from all forms of discrimination, harassment, intimidation or bullying.
- Monitor how this policy is working in practice.

1.3 EA-RS Group have established an ED&I Committee to ensure we implement Equity, Diversity and Inclusion, through the group. Their mission statement is;



At EA-RS Group, Equality, Diversity & Inclusivity underpin the core fundamentals of who we are. We are committed to nurturing an environment where each person is comfortable to be their authentic self, which will allow them to perform at their best.

These values shape our culture across the whole of EA-RS Group and, through a strong culture of inclusivity and equality, we believe the diverse perspectives gained from all team members will keep EA-RS Group at the forefront of quality service and ensure we deliver excellence via our unique One Solution platform.

## **2 ABOUT THIS POLICY**

- 2.1 The purpose of this policy is to set out our approach to diversity, equity and inclusion. Our aim is to encourage and support diversity, equity and inclusion and actively promote a culture that values difference and eliminates discrimination in our workplace. It applies to all aspects of employment with us, including recruitment, pay, benefits and conditions, flexible working and leave, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.
- 2.2 This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.
- 2.3 This policy accompanies any EA-RS group led initiatives, guidance, and policies.

## **3 WHO DOES THIS POLICY APPLY TO?**

This policy applies to all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers.

## **4 WHO IS RESPONSIBLE FOR THIS POLICY?**

- 4.1 Our board of directors (Board) has overall responsibility for the effective operation of this policy but has delegated day-to-day responsibility for overseeing its implementation to the Head of the People Department. Questions about the policy or suggestions for change should be referred to the Head of the People Department.
- 4.2 All managers must set an appropriate standard of behaviour, led by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to diversity, equity and inclusion.
- 4.3 This policy is reviewed annually by the Head of the People Department.

## **5 DIVERSITY AND INCLUSION TRAINING**

- 5.1 Managers will be given appropriate training on recognising and avoiding discrimination, harassment, victimisation, unconscious bias and promoting equality of opportunity and diversity in the areas of recruitment, development, and promotion. The Head of the People Department has overall responsibility for equality training for staff and managers, as appropriate.
- 5.2 All new starters must attend equity and diversity training as part of their onboarding program.

- 5.3 We will provide employees with training to ensure that everyone is aware of and understands the contents of this policy. Following the training, you will be required to confirm that you have read, understand and will comply with this policy.

## 6 DISCRIMINATION

- 6.1 You must not unlawfully discriminate against or harass other people, including current and former employees, job applicants, clients, customers, suppliers, and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers, or other work-related contacts or when wearing a work uniform), and on work-related trips or events including social events.
- 6.2 The following forms of discrimination are prohibited under this policy and are unlawful:
- (a) **Direct discrimination:** Treating an individual less favourably due to a protected characteristic. For instance, declining to hire a job applicant based on their religious beliefs. Direct discrimination can also encompass associative discrimination, where someone is treated less favourably because of their association with an individual who has protected characteristic, and perception discrimination, where a person is treated less favourably based on the incorrect assumption that they have a protected characteristic.
  - (b)
  - (c) **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
  - (d) **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
  - (e) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.
  - (f) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## 7 RECRUITMENT AND SELECTION

- 7.1 Recruitment, promotion, and other selection processes, such as redundancy selection, will be carried out based on merit and objective criteria that prevents discrimination. In our efforts to recruit or promote, we will strive to enhance the diversity of our workforce and ensure equality of opportunity. Shortlisting and interviewing should involve multiple individuals and, when feasible, include support from the people department. Our recruitment procedures will be reviewed regularly to ensure that individuals are assessed objectively based on their relevant merits and abilities.
- 7.2 Vacancies should generally be advertised to a diverse section of the labour market by using a variety of social media channels as well as using recruitment agencies which provide a

- diverse range of suitable candidates. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying.
- 7.3 We will take steps to ensure that our vacancies are advertised to a diverse labour market and, where relevant, to particular groups that have been identified as disadvantaged or underrepresented in our organisation and reach the widest possible candidate pool. In order to address underrepresentation of certain groups within our organisation, these steps may include actively inviting applications from underrepresented groups, offering internships or mentorships to certain groups or other such lawful steps.
- 7.4 Job applicants should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.
- 7.5 Job applicants should not be asked about health or disability before a job offer is made. There are limited exceptions which should only be used with the approval of the People Department. For example:
- (a) Questions necessary to establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
  - (b) Questions to establish if an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment.
  - (c) Positive action to recruit disabled persons.
  - (d) Equal opportunities monitoring (which will not form part of the selection or decision-making process).
  - (e) Where necessary, job offers can be made conditional on a satisfactory medical check.
- 7.6 We are required by law to ensure that all employees are entitled to work in the UK. Assumptions about immigration status should not be made based on appearance or apparent nationality. All prospective employees, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents is available from the People Department or UK Visas and Immigration.
- 7.7 Every decision-maker shall challenge themselves, and other members of the recruitment selection panel, to make sure that any stereotypes, unconscious bias, or prejudice do not play any part in the recruitment decisions.
- 7.8 To ensure that this policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged in our organisation, we monitor applicants' ethnic group, nationality, gender, gender identity, disability, sexual orientation, religion, and age as part of the recruitment procedure. Provision of this information is voluntary, and it will not adversely affect an individual's chances of recruitment, or any other decision related to their employment. The information is removed from applications before shortlisting and kept in an anonymised format solely for the purposes stated in this policy and in accordance with data protection legislation. We may also continue to monitor the employment experience of those with certain protected characteristics to identify any inequalities and areas in which further support or changes are required to achieve equality of experience. Analysing this

data helps us take appropriate steps to avoid discrimination and improve equality, diversity, and inclusion.

## **8 TRAINING, PROMOTION AND CONDITIONS OF SERVICE**

- 8.1 Training needs will be identified through regular appraisals which will be based entirely on an objective assessment of performance and will not be influenced by any Protected Characteristics that you may have. You will be given appropriate access to training to enable you to progress within the organisation and all promotion decisions will be made on the basis of merit.
- 8.2 Workforce composition, training and promotions will be regularly monitored to ensure equality of opportunity at all levels of the organisation. Where appropriate, steps will be taken to identify and remove unjustified barriers and to meet the specific needs of disadvantaged or underrepresented groups.
- 8.3 Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all of you who should have access to them and that there are no unlawful obstacles to accessing them.

## **9 MONITORING**

- 9.1 We will analyse diversity and inclusion data, in accordance with our data protection obligations, on an ongoing basis to assess the impact of this policy.

## **10 TERMINATION OF EMPLOYMENT**

- 10.1 We will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.
- 10.2 We will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

## **11 DISABILITIES**

- 12.1 EA-RS Group understands that some people find it hard to discuss their disabilities and that disability can be invisible. However, if you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.
- 12.2 If you experience difficulties at work because of your disability, you may wish to contact your line manager OR the People Department to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your line manager OR the People Department may wish to consult with you and your medical adviser about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment is not reasonable, we will explain our reasons and try to find an alternative solution where possible.
- 12.3 We will monitor the physical features of our premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

12.4 We do not tolerate ableist language at EA-RS Group. Ableist language is language that is negative, inappropriate, or offensive towards people with a disability and may take the form of jokes or “banter”. If you adopt such language, the correct disciplinary procedure will be followed.

## **12 PART-TIME AND FIXED-TERM WORK**

Part-time and fixed-term employees should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

## **13 BREACHES OF THIS POLICY**

- 14.1 We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure. Serious cases of deliberate discrimination and victimisation may amount to gross misconduct resulting in dismissal.
- 14.2 Breaches of the policy and the Equality Act 2010 will lead to disciplinary proceedings and, if appropriate, disciplinary action, serious breaches may amount to gross misconduct resulting in dismissal.
- 14.3 If you believe that you have suffered harassment, bullying or discrimination, or witnessed it happening to someone else in the workplace, you can raise the matter through our Grievance Procedure. Complaints will be treated in confidence and investigated as appropriate.
- 14.4 There must be no victimisation or retaliation against employees who complain about or report discrimination. If you believe you have been victimised for making a complaint or report of discrimination or have witnessed it happening to someone else in the workplace, you should raise this through our Grievance Procedure.
- 14.5 We encourage the reporting of all types of potential discrimination, as this assists us in ensuring that diversity, equity and inclusion principles are adhered to in the workplace. However, making a false allegation in bad faith, or that you know to be untrue, will be treated as misconduct and dealt with under our Disciplinary Procedure.

## **14 RELATED POLICIES**

- 14.1 This policy is supported by the following other policies and procedures across the EA-RS Group:

## **15 WHO IS RESPONSIBLE FOR THIS POLICY?**

Overall Responsibility for effective operation	Board of Directors
Responsibility for day-to-day implementation	Head of People

Your Contract of Employment covers all the main terms and conditions of employment applicable to you, this policy does not form part of your Contract of Employment, and we reserve the right to keep

the effectiveness of this policy under periodic review. It is your responsibility to familiarise yourself with the content of this policy and where applicable to comply with it at all times. Any questions you may have about the day-to-day application of this policy should be referred to your line manager in the first instance. Suggestions for changes to this policy should be reported to the people team via [people@ea-rsgroup.com](mailto:people@ea-rsgroup.com)

## 16 REVIEW

Review period	Annual or sooner dependent on changes to legislation
Responsibility for review	Head of People

## 17 REVISION HISTORY

Rev	Date of Issue	Reviewed By	Changes Made
3	Feb 2026	Sam Zeki	Checked grammar