

Mechanical Removals & Installations Ltd
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PLANT & MACHINERY MOVEMENT / CRANAGE CONTRACT LIFTING / TRANSPORT / STORAGE

Document title	Equality, Inclusion & Diversity Policy
Company	Mechanical Removals & Installations Ltd ("MRI Ltd")
Document owner	Managing Director
Version	1.0
Policy Number:	POL-006
Approved by	Mark Collier Snr, Managing Director
Approval date	21/01/2026
Effective date	21/01/2026
Next review date	21/06/2026

EQUALITY, INCLUSION & DIVERSITY POLICY

Mechanical Removals & Installations Ltd ("MRI Ltd")

1. Purpose

Mechanical Removals & Installations Ltd (MRI) is committed to creating a fair, respectful, and inclusive working environment where all individuals are treated with dignity and respect.

This policy sets out MRI's approach to equality, inclusion, and diversity, ensuring compliance with the **Equality Act 2010** and supporting a positive working culture across all operations.

This policy forms part of MRI's wider **SHEQ management system** and organisational standards.

2. Scope

This policy applies to:

- All employees (permanent and temporary)
- Contractors, agency workers, and labour providers
- Subcontractors and supply chain partners



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- Any individual working on behalf of MRI

It applies across all business activities, including:

- Mechanical & electrical removals and installations
- Contract lifting and AP-led lift planning
- HIAB operations and plant movement
- Transport and heavy haulage
- Fabrication, enabling works, and logistics operations

3. Responsibilities

3.1 Senior Management

Senior Management is responsible for:

- Setting the standard for equality, inclusion, and fair treatment
- Ensuring this policy is implemented and maintained
- Preventing discrimination, harassment, and victimisation
- Reviewing concerns, complaints, and corrective actions

3.2 Managers & Supervisors

- Promote a respectful and inclusive working environment
- Ensure fair treatment across all operations and sites
- Address inappropriate behaviour promptly and appropriately
- Support reporting and resolution of concerns

3.3 Employees & Contractors

- Treat others with respect and professionalism
- Work in accordance with this policy at all times
- Avoid any form of discrimination, harassment, or inappropriate behaviour



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- Report concerns or incidents when identified

4. Commitments

MRI is committed to:

- Complying with the **Equality Act 2010**
- Providing equal opportunities in recruitment, employment, and progression
- Treating all individuals fairly regardless of:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- Maintaining a working environment free from discrimination, harassment, and bullying
- Making reasonable adjustments where required to support individuals
- Promoting a culture of respect, professionalism, and inclusion
- Taking appropriate action where standards are not met

5. Risk Management & Implementation

MRI applies a practical approach to equality and inclusion aligned with its operational environment:

5.1 Recruitment & Employment Practices

- Selection based on skills, experience, and competence



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- Fair and consistent recruitment processes
- Use of compliant and reputable labour providers

5.2 Workplace Behaviour & Culture

- Clear expectations of respectful behaviour across all sites
- Zero tolerance for bullying, harassment, or discrimination
- Promotion of a professional and inclusive working environment

5.3 Site Operations

- Ensuring fair treatment of all personnel on site
- Managing mixed workforces (employees, subcontractors, agency staff) consistently
- Addressing inappropriate behaviour immediately

5.4 Reporting & Resolution

- Encouraging open reporting of concerns
- Handling complaints fairly, consistently, and confidentially
- Alignment with MRI **Whistleblowing Policy** where appropriate

5.5 Supply Chain Expectations

- Working with subcontractors and suppliers who align with MRI standards
- Challenging unacceptable behaviour or practices within the supply chain

5.6 SHEQ Integration

- Consideration of equality and inclusion within site management practices
- Alignment with audits, reviews, and management oversight
- Integration into company standards and procedures



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6. Continuous Improvement

MRI is committed to continually improving its approach by:

- Reviewing policies and practices at planned intervals
- Monitoring workplace behaviour and feedback
- Addressing issues and implementing improvements
- Reinforcing standards through communication and leadership

7. Review

This policy will be reviewed:

- At planned intervals
- Following changes in legislation
- After incidents, complaints, or identified issues
- Where organisational or operational changes occur

8. Supporting Policies & System Alignment

This policy forms part of MRI's integrated management system and aligns with:

- Health & Safety Policy
- Sustainability Policy
- Whistleblowing Policy
- Recruitment & Employment Procedures
- Supplier/Subcontractor Management Procedures

9. Review

This policy will be:

- **Reviewed regularly and at least annually** to ensure continued relevance and effectiveness
- Updated in line with changes to legislation, business activities and industry best practice

Next Review Date: 21/06/2026



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10. Approval

Approved by:

Mark Collier Snr
 Managing Director
 Mechanical Removals & Installations Ltd

11. Contact and reporting concerns

For further information or to report a concern:

Email: enquiries@mri-online.co.uk

Telephone: 01474 354500

