



**WADE**

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# Diversity & Inclusion Policy

John Wade Groundworks Ltd  
Policy Title: Diversity & Inclusion Policy  
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Approved By: John Wade, Managing Director

Note: Reissued under new version control system. Previous version dates not recorded.

## Diversity & Inclusion (D&I) Policy

### 1. Purpose

John Wade Groundworks Ltd. (JWGL) is committed to fostering a diverse and inclusive workplace where all employees, suppliers, and stakeholders are treated with fairness and respect. We recognize that a diverse workforce enhances creativity, innovation, and business success.

### 2. Scope

This policy applies to all employees, job applicants, contractors, suppliers, and business partners associated with JWGL. It ensures that our commitment to diversity and inclusion (D&I) is reflected across all aspects of our operations.

### 3. Commitment to Diversity & Inclusion

JWGL believes in equal opportunity and values differences in background, experience, and perspective. We aim to:

- Attract, develop, and retain a diverse workforce.
- Foster an inclusive culture that promotes respect and collaboration.
- Ensure fair and equitable treatment for all employees, suppliers, and partners.

### 4. Recruitment & Talent Acquisition

To create a more diverse workforce, JWGL actively seeks talent from different backgrounds and ensures equitable hiring practices. Our approach includes:

- Ensuring all job advertisements use inclusive language and are accessible to a broad range of applicants.
- Using unbiased recruitment processes to assess candidates based on skills and experience.
- Partnering with organizations that support diversity in employment.

### 5. Employee Retention & Development

JWGL is committed to fostering a workplace where employees feel valued and supported. We achieve this by:

- Providing training on diversity, equity, and inclusion to all employees.
- Encouraging open dialogue and feedback on inclusion-related matters.
- Offering career development opportunities to ensure equal access to promotions and leadership roles.

### 6. Supplier Diversity & Ethical Sourcing

JWGL believes that working with diverse suppliers enhances innovation and strengthens business relationships. Our supplier diversity commitments include:

- Actively seeking to partner with small, minority-owned, and diverse businesses.
- Ensuring fair and non-discriminatory procurement processes.
- Encouraging suppliers to uphold D&I values in their own business practices.

### 7. Accountability & Review

JWGL's leadership team is responsible for upholding and promoting this policy. We will:

- Regularly review and update our D&I strategy to align with best practices.
- Monitor recruitment, retention, and supplier engagement to assess our progress.
- Encourage employees and suppliers to provide feedback on D&I initiatives.

### 8. Reporting & Support

Unit 1 Woodfield Business Centre  
Longsight Road  
Clayton-Le-Dale  
Blackburn  
BB2 7JA  
T: 01254 820330  
E: team@wadegroup.org



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Employees who experience or witness discrimination or exclusion are encouraged to report concerns to HR. JWGL will ensure that all reports are handled confidentially and addressed promptly.

### **9. Compliance & Legal Framework**

This policy aligns with UK equality laws and international best practices. It will be reviewed annually to ensure continued effectiveness and legal compliance.

### **Contact Information**

For inquiries or support related to diversity and inclusion, employees and suppliers can contact the HR department.

Signed:

A handwritten signature in black ink, appearing to read 'JJ Wade', is written over a light grey rectangular background.

John J Wade  
MEng (Hons)/ SMSTS  
Director  
Dated 01.10.2025



## Revision History

Version	Date	Description of Change	Author	Approved By
1.0	01.10.2025	Reissued under new version control system. Previous revision dates unknown.	J. Wade	J. Wade