



**Sentinel**  
Contracting plc

# EQUALITY, DIVERSITY AND FAIRNESS, INCLUSION & RESPECT POLICY 2026

## Sentinel Contracting PLC

### Our Policy

#### 1. Purpose

Sentinel Contracting PLC is committed to maintaining a workplace in which equality, diversity, fairness, inclusion, and respect are fundamental to how we operate. As a company delivering services across varied environments, we recognise that our workforce performs best when individuals feel safe, valued, and empowered to contribute fully. This policy sets out the standards of conduct and organisational expectations that support a professional and inclusive culture. It explains how Sentinel ensures a fair and supportive environment, free from discrimination or bias, by embedding inclusive practices throughout our operations, decision-making, and workforce management. Our aim is to remove barriers, promote equitable access to opportunities, and uphold an environment in which every employee, regardless of background, identity, or role can thrive and perform to their full potential.

#### 2. Scope

This policy applies to all individuals working for or on behalf of Sentinel Contracting PLC, including employees, sub-contractors, agency personnel, apprentices, consultants, and volunteers. The principles apply to all company activities, sites, offices, project locations, digital platforms, communications, and work-related events. The policy covers every stage of the working relationship with Sentinel, from recruitment and onboarding through to development, progression, and exit processes.

#### 3. Definitions

##### *Equality*

At Sentinel, equality means ensuring that every individual is treated fairly, has equal access to opportunities and is not subjected to discriminatory treatment based on personal characteristics or circumstances.

##### *Diversity*

Diversity refers to the wide range of backgrounds, experiences, identities, and perspectives that employees bring to the organisation. Sentinel values and recognises this diversity as central to strengthening our decision making and service quality.

##### *Fairness*

Fairness is reflected in decisions that are objective, consistent, and evidence based. Sentinel strives to ensure that employment practices are transparent and free from bias.

##### *Inclusion*

Inclusion means creating a culture where employees feel welcome, heard, and able to participate fully in the workplace. Sentinel works proactively to eliminate barriers to inclusion.

##### *Respect*

Respect involves treating all individuals with dignity, professionalism, and courtesy. Sentinel expects employees to maintain respectful conduct in all interactions, whether on sites, in offices, or in remote communication.

##### *Bullying, Harassment and Victimisation*

These behaviours undermine safety, well-being, and dignity. Sentinel does not tolerate any conduct that intimidates, demeans, or unfairly targets individuals.

##### *Reasonable Adjustments*

Sentinel will provide practical adjustments for disabled employees or those with specific needs to ensure equitable participation in the workplace.

#### 4. Policy Principles

Sentinel Contracting PLC adopts a zero-tolerance stance towards discrimination, harassment, bullying, and victimisation. Our policies, systems, communications, and procedures are designed to be inclusive and accessible. All employment related decisions such as recruitment, training, performance management, and career progression must be based on merit and supported by objective evidence.

Sentinel encourages an environment where employees feel able to raise concerns safely and confidentially and where learning and continuous improvement are embraced through training, feedback and regular reviews. Responsibility for maintaining an inclusive culture rests with every individual within the company.

#### 5. Legal and Ethical Framework

This policy is aligned with relevant UK legislation, including the Equality Act 2010, the Health and Safety at Work etc. Act 1974, the Protection from Harassment Act 1997, the Employment Rights Act 1996, and the Data Protection Act 2018 (UK GDPR).

#### 6. Roles and Responsibilities

##### **All Sentinel Employees**

Every employee is expected to uphold the values outlined in this policy, treat others with dignity and refrain from any discriminatory or disrespectful conduct.

##### **Line Managers**

Managers must model inclusive leadership, address behavioural issues early, make evidence-based decisions, and ensure that any required reasonable adjustments are implemented. They must also foster team cultures that reinforce fairness and respect.

## **HR**

HR is responsible for providing guidance, administering training, ensuring confidential and fair processes and analysing trends to advise on improvements.

### **Senior Leadership**

Leaders within Sentinel Contracting PLC have a responsibility to champion EDFIR principles, allocate appropriate resources and ensure accountability within their teams.

### **7. Expected Behaviours**

Sentinel expects employees to communicate respectfully, listen actively and value contributions from others. Inclusive behaviour includes supporting participation, recognising different viewpoints and contributing positively to team dynamics.

Constructive feedback should be offered professionally and received with openness. Employees are encouraged to challenge inappropriate behaviour when it is safe and appropriate to do so, or to escalate concerns using the processes described in this policy.

### **8. Unacceptable Behaviours**

Behaviour that undermines dignity, safety, or respect has no place at Sentinel. This includes intimidation, belittling, shouting, unreasonable demands and persistent unwarranted criticism.

Harassment including unwanted conduct related to personal characteristics, derogatory remarks, or behaviour that creates a hostile environment is prohibited. Victimization of individuals who raise or support concerns is also forbidden.

Additional unacceptable behaviours include microaggressions, deliberate exclusion, misuse of authority, or consistently dismissing or ignoring others' contributions.

### **9. Reasonable Adjustments**

Sentinel Contracting PLC is committed to providing reasonable adjustments that enable employees to fulfil their roles effectively. Adjustments may include flexible hours, modified duties, equipment changes, assistive technologies, or accessible communication formats.

Requests for adjustments can be raised by either the employee or their manager. The Directors will review the request, consult Occupational Health where necessary and ensure that adjustments are recorded and reviewed regularly.

### **10. Inclusive People Processes**

Sentinel is committed to ensuring that recruitment and employment practices are inclusive and fair. Job descriptions must be accessible and selection decisions must be based on structured, objective criteria. Diverse interview panels should be used where possible.

Onboarding processes will provide clear information, accessible resources, and opportunities for support, such as mentoring or buddying. Development and progression should be based on merit, with transparent, evidence-based decisions.

Performance and pay processes must be consistent, fair, and regularly reviewed for equity across the organisation.

### **11. Speaking Up and Reporting Concerns**

Sentinel Contracting PLC encourages employees to raise concerns if they experience or witness behaviour that breaches this policy. Informal resolution can be sought through direct conversation, support from a manager, or guidance from HR.

Where concerns cannot be resolved informally, a formal complaint may be raised with the Directors or HR. Serious concerns or issues involving senior leadership may be escalated through Sentinel's whistleblowing procedure. All concerns will be treated seriously and confidentially.

### **12. Investigation Process**

Upon receiving a formal complaint, Sentinel will acknowledge it within two working days and appoint an impartial investigator. The investigation will be conducted objectively, and findings will be reviewed against policy standards. The outcome will be communicated clearly, and individuals will have the right to appeal if they believe the process or decision was flawed. Outcomes may include mediation, training, coaching, or disciplinary action up to and including dismissal.

### **13. Confidentiality and Data Protection**

Sentinel handles all case-related information sensitively and confidentially. Information will be shared only where necessary and stored securely in line with data protection requirements.

### **14. Training and Awareness**

EDFIR training will be issued to all employees and Managers will receive additional training on inclusive leadership, objective decision-making, and handling concerns. Ongoing awareness initiatives will support continued improvement.

### **15. Monitoring and Review**

Sentinel Contracting PLC monitors diversity data, training completion, reporting trends, and equity in pay and progression. These insights inform continual improvement. This policy is reviewed annually to ensure it remains effective and relevant.



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**Mark Stewart (2nd Jan 2026)**

**Director**

**Sentinel Contracting PLC**