



Equality & Diversity Policy Statement

Fincher Utilities Ltd (hereafter referred to as: the Company) is an equal opportunities employer, who believes that diversity improves performance and encourages excellence through customer service delivery. The policy applies equally to the treatment of our employees and contractors, our customers and clients, suppliers, consultants and members of the public.

The Company believes its success is as a result of the dedication, experience and quality of our personnel; we are committed to achieving equality of opportunity and valuing diversity.

Through this policy, we are committed to providing a supportive working environment, one which is based on mutual trust and which will ensure employees achieve their full potential.

The Company strives to be an employer of choice and understands that, in order to achieve this it must act responsibly, provide fair opportunities and value diversity. We therefore aim to promote an inclusive culture where everyone is treated with respect and dignity, ensuring that the opportunities we provide are open to all employees.

The Company is committed to creating an inclusive environment, one where no employee or prospective employee receives favourable treatment and that The Company aims to ensure that no employee, prospective employee, client or customer will receive less favourable treatment on the grounds of the following protected characteristics:

- race (including colour, nationality, ethnic or national origin)
- religion / belief
- gender
- sexual orientation
- gender reassignment
- age
- marital and civil partnership status
- disability
- pregnancy and maternity

Monitoring equal opportunity

The Company will monitor and assess employment selection decisions, personnel and pay practices, procedures and facilities in order to assess whether equal opportunity and diversity are being achieved and that there is no unlawful discrimination.

Adam Fincher
Director

Danny Fincher
Director

Date: 1 January 2025