Midland Steel Reinforcement Supplies Ltd, Midland Steel Reinforcement Supplies GB Ltd and MW Steel Trading, hereafter referred to as Midland Steel Reinforcement Supplies, are a business which recognises the contribution of all our employees, contractors and suppliers (stakeholders). Our aims are to be supportive, fair, just and free from discrimination. In line with these objectives, we will not tolerate discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We will actively promote equality and diversity; ensure that legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into our working practices.

Our vision for equality and diversity extends to ensuring we meet changing equality and diversity requirements and expectations. As part of our interaction with our stakeholders, we will endeavour to be pro-active and monitor progress made towards meeting our objectives to:

- Encourage diversity and eliminate unfair treatment and discrimination.
- Recognise that employees have rights to work in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

Discrimination and Victimisation

We respect and uphold the dignity of all our stakeholders and value the contribution they make in the workplace. We are committed to providing a working environment that is free from bullying and harassment and where everyone is treated with dignity and respect as covered in this Policy.

We want to eliminate discrimination and promote equality of opportunity throughout Midland Steel Reinforcement Supplies and are committed to being fully accessible and inclusive.

Procurement

In respect of our procurement activities:

- We will endeavour to ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments.
- We will endeavour to use suppliers who share our values on equality of opportunity and diversity.
- We will endeavour to ensure that businesses from diverse communities have an equal opportunity of competing for collaborative procurement contracts to supply goods and services to Midland Steel Reinforcement Supplies.
- We will endeavour to influence our external partners to ensure that they are inclusive and uphold the principles of equality and diversity mindfulness.

Employment

Regarding employment:

- We will not discriminate based on the nine protected characteristics of equality and diversity in the allocation of employees employed in any post.
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.
- We will develop employees in order that they understand the context of and the specific issues influencing equality and diversity.
- All employees of Midland Steel Reinforcement Supplies are required to comply with our equality aims and to treat colleagues with dignity and respect.
- New employees will be briefed on the contents of this Policy Statement during the induction process.

Signed

Tony Woods _____ Date: 22/05/2025

CEO