

Whitepost Farmhouse, Laindon Common Road, Little Burstead, Billericay, Essex CM12 9SY

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Fairness, Inclusion and Respect (FIR)

Visual Interiors & Partitions Ltd (VIPL) strive to create an inclusive work environment where all staff are treated fairly and respectfully, have equal access to opportunities, and are empowered to achieve their full potential. An inclusive workplace is essential in cultivating an innovative, productive and happy workforce. This leads to better decision making, more creative problem solving and greater marketplace understanding, therefore enabling us to deliver the highest quality service to our clients.

We are actively committed to fostering a culture where everyone's characteristics, background, experience, and abilities are recognised and respected. Through this, we can reflect the diversity of our communities and open our business up to a wider pool of talent. For our staff to thrive, we believe in promoting a culture that is based on the principles of **Fairness, Inclusion and Respect (FIR)**:

- Valuing everyone and their contribution
- Being welcoming to people of all backgrounds
- Providing fair treatment and conditions
- Having zero-tolerance of unlawful discrimination

Our Fairness, Inclusion and Respect Commitment

- Our sourcing and recruitment methods are free from discrimination of any kind.
- We actively partner with organisations that are helping to increase diversity in the construction sector.
- Our policies and procedures ensure that people are treated fairly, respectfully and are protected from discrimination, bullying or harassment, are reviewed annually as a minimum to ensure they reflect our commitment to FIR.
- VIPL is committed to providing fair and open access to development opportunities to fully utilise the talents of all our staff and to ensure employment decisions are fair and objective.
- Through learning and development, we aim to raise awareness of the importance of FIR and the impact of bias – both conscious and unconsciously.
- We embrace hybrid working to create a culture of trust and autonomy.
- Our staff are empowered to challenge and report any inappropriate or discriminatory behaviour they encounter or witness.



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