



Diversity Policy Statement

The Roofline Group value the diversity brought to our workforce and are dedicated to developing and utilising the talents of our employees and temporary workers. We believe that both our employees and our business will benefit from recruiting staff from a variety of backgrounds.

We acknowledge that our values will be best achieved by ensuring we recruit candidates at varying levels of responsibility from the community.

We will;

- Ensure all people are treated equally irrespective of gender, sex, race, ethnic or national origins, age, disability, religious or political beliefs, family responsibilities or sexual orientation.
- Ensure every possible step is taken to ensure all individuals are treated appropriately and fairly and that objective criteria are used in staff recruitment and selection, training, promotion and career management, managing performance procedures, disciplinary and grievance procedures.
- Inform all employees of our policy and make sure that each member of staff understands their role and responsibility including each new employee who will discuss this during our company induction process.
- Continue to review our procedures and implement any changes required whilst advising all employees of any such amendments
- Encourage others to adopt this commitment

The Roofline Group is fully committed to delivering the objectives of this policy statement within all its activities and works undertaken by the Company.

Signed

Dated 13/12/2018

Mark Jones F.I.o.R
Group Managing Director and CEO



Version Number	Author	Date	Approver	Comments
1.0	Steve Marsh	13/03/13	M Jones	Document Control Introduction
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1.2	Steve Marsh	08/01/14	M Jones	Revision to include 2014 update
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1.4	Sophie Williams	19/08/15	M Jones	Annual Review
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1.6	Maria Williams	09/03/17	M Jones	Updated Logo
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