

# Equality and Diversity Policy

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MD Bithrey Chartered Surveyors is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating discrimination, unnecessary barriers to success, business blind spots and underrepresentation in the construction industry.

We want our workforce to be truly representative of all sections of society and for every Employee to feel respected, encouraged and supported to be the best they can be. In this way we can better reflect the communities in which we operate, thereby achieving the best results for our clients

Therefore, we welcome people from all backgrounds and will make every effort to ensure that we meet their individual needs by adapting our working practices and premises wherever reasonably possible to make them accessible and appropriate to a diverse demographic.

We have a zero tolerance approach to discrimination of any kind based on age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality, ethnicity and national origin), religion or belief, gender or sexual orientation.

We will seek to educate and influence where discrimination is borne of ignorance and will discipline when it is deliberate or persistent.