



MAC Roofing – Fairness, Inclusion & Respect Guiding Principles

We are committed to ensuring all our activities are fair, inclusive and respectful to everyone.

We promote all opportunities to everyone, to ensure our future workforce is representative of the UK.

We believe in the value of a diverse workforce.

We are committed to tackling discrimination, harassment, victimisation and bullying where it exists; working towards a workforce and industry where people do not suffer.

Definitions

Fairness is about treating everyone equally, without bias or injustice, whilst understanding that at times this may mean some people require extra support.

Inclusion is about allowing people to be themselves, valuing difference and letting them know that their contribution is valued, regardless of who they are and what their background is. It is about developing an environment where no-one feels left out.

Respect is ensuring your behaviour towards teams, colleagues, clients or contacts is appropriate and does not cause offence. It is about treating people how they would expect to be treated and maintaining an environment where individual differences are respected.



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