



McGowans Print Workplace Diversity Policy

Document Reference: MP-WDP-2024

Date: 06/02/2024

Author: Tony Roe

1. Introduction

At McGowans Print, we are committed to creating and maintaining a workplace that celebrates diversity, equity, and inclusion. We understand that our strength lies in the diversity of our employees, and we are dedicated to fostering an environment where everyone feels valued, respected, and empowered to reach their full potential. This document outlines our approach to workplace diversity, detailing our policies, objectives, and the steps we will take to ensure a diverse and inclusive workplace.

2. Purpose

The purpose of this Workplace Diversity Policy is to:

- Promote diversity, equity, and inclusion within all levels of McGowans Print.
- Ensure that all employees and job applicants are treated fairly and with respect, without discrimination.
- Create a work environment where individual differences and contributions of all employees are recognized and valued.

3. Scope

This policy applies to all employees of McGowans Print, including permanent, temporary, and contract staff, as well as job applicants, interns, and stakeholders.

4. Policy Statement

McGowans Print is committed to:

- Ensuring that all employment practices such as hiring, training, promotions, and compensation are conducted in a fair and non-discriminatory manner.
- Providing a work environment free of discrimination, harassment, and bullying, where everyone is treated with dignity and respect.
- Recognizing and valuing the diversity of backgrounds, skills, experiences, and perspectives within our workforce.
- Promoting cultural awareness and understanding across all levels of the organization to enhance inclusiveness.

5. Objectives

To support our commitment to diversity, equity, and inclusion, McGowans Print sets the following objectives:

- To regularly review and update our recruitment practices to ensure they are inclusive and accessible to a diverse range of candidates.

- To provide diversity and inclusion training for all employees, emphasizing the importance of understanding and respecting different perspectives.
- To establish a Diversity Committee responsible for overseeing the implementation of diversity initiatives and addressing concerns related to discrimination or harassment.
- To encourage and support initiatives that enhance the professional development and career advancement of underrepresented groups within our workforce.
- To measure and report on the effectiveness of our diversity initiatives, using this data to inform continuous improvement.

6. Responsibilities

- **Management Team:** To lead by example in promoting diversity and inclusion, ensuring that all policies and practices reflect our commitment to diversity.
- **Human Resources:** To implement recruitment, training, and development practices that support diversity and inclusion, and to monitor compliance with this policy.
- **Employees:** To contribute to a positive and inclusive work environment, respecting the diversity of their colleagues, and to report any instances of discrimination or harassment.

7. Implementation

The implementation of this Workplace Diversity Policy will be overseen by the Human Resources Department, in collaboration with the Diversity Committee. Regular training sessions, workshops, and communication campaigns will be conducted to ensure all employees are aware of and understand the importance of this policy.

8. Review and Monitoring

This policy will be reviewed annually to ensure it remains relevant and effective in promoting diversity and inclusion within McGowans Print. Feedback from employees will be actively sought and considered during the review process.

Conclusion

At McGowans Print, we believe that a diverse and inclusive workplace is essential to our success and sustainability. By embracing the unique backgrounds, experiences, and perspectives of our employees, we foster innovation, creativity, and a collaborative work environment. Together, we will continue to build a culture that celebrates diversity and empowers every member of our team to thrive.

20/12/2023

Authorised Signature



Print Name and Title

Tony Fox

Version: 1.0

Creation Date: 6th February 2024