

Equality & Diversity Policy

The KBZ Group is dedicated to create environments where equality and diversity are self-evident across all our workplaces. The principle of inclusiveness without discrimination is fundamental to our Group ethos.

- All our KBZ companies are obligated to follow our commitment to ensure fair treatment and employment opportunities to job applicants or staff regardless of gender, race/ethnicity, age, marital status, sexual orientation, religion, disability, trade union membership or any other distinguishing features. This is recognised and adhered to by the Directors across our Group of companies. All our staff and other stakeholders should by necessity be made to feel part of our KBZ team and treat others with dignity and respect.
- The aim of this policy is to ensure workplaces where all feel valued and have the opportunity to maximise their potential. Stereotyping, prejudice, discrimination, harassment or victimisation cannot be tolerated.
- We ensure implementation of appropriate facilities for our disabled staff within all reasonable means to facilitate their needs and environment.
- Our Grievance Policy and Whistleblowing Policy afford channels for staff at any level at any KBZ company to report cases of perceived discrimination without fear of retribution and anonymity if requested. All staff are expected to report cases as an obligation of their work duties. Investigative procedures will then be carried out proportionate to the nature of the case.
- This policy is implemented in accordance with all relevant laws in our areas of jurisdiction and we strive to meet or exceed the highest international standards of practice.