

Hull Storage & Interiors Ltd wants everyone who works for us, applies to work for us or deals with us to be treated fairly and with respect. We do not tolerate discrimination, harassment, bullying or victimisation.

Document	Version	Issued	Next review
HSIL-POL-009	3.1	01/10/2026	01/10/2027
Policy owner	Approved by	Applies to	Status
James Smith	Susan Smith	All who work for us	Current

1. Our commitments

We will:

- recruit, train, pay and promote people on merit and the needs of the job
- not discriminate, directly or indirectly, because of a protected characteristic
- make reasonable adjustments for disabled employees, applicants and customers
- take all reasonable steps to prevent harassment, including sexual harassment, of the people who work for us, whether by colleagues, customers, suppliers or visitors
- deal with complaints promptly, fairly and in confidence
- expect the same standards of the suppliers and subcontractors who work for us

2. Protected characteristics

The Equality Act 2010 protects people from discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. What is not acceptable

Behaviour	What it means
Direct discrimination	Treating someone worse because of a protected characteristic.
Indirect discrimination	A rule or practice that applies to everyone but puts a protected group at a disadvantage without good reason.
Harassment	Unwanted conduct related to a protected characteristic, or of a sexual nature, that violates someone's dignity or creates a hostile or offensive environment.
Victimisation	Treating someone badly because they made or supported a complaint.
Bullying	Offensive, intimidating or humiliating behaviour, whether or not it relates to a protected characteristic.

4. Customers, suppliers and site work

The people who work for us visit customers' premises, including hospitals and schools. We expect them to treat everyone they meet with respect, and we expect the same in return. Anyone working for us who is harassed by a customer, supplier or member of the public should tell a director, and we will act on it.

5. Raising a concern

Tell a director, in person or in writing. We will look into it promptly and tell you the outcome. You will not be treated badly for raising a genuine concern. Formal complaints by employees follow our grievance procedure.

6. Breaches and review

Discrimination, harassment and bullying are disciplinary matters and may lead to dismissal. Everyone who works for us is made aware of this policy, and the directors review it every year.

Sign-off

Signed



Date

01/10/2026

Name

James Smith

Position

Director