



Diversity and Inclusion Policy

At Margaret Cleaning Solutions Ltd, we are committed to promoting a diverse, inclusive, and respectful working environment where everyone feels valued, supported, and able to reach their full potential. We believe that embracing diversity leads to better outcomes for our employees, clients, and the communities we serve.

Policy Objectives:

- Ensure equal opportunities for all individuals, regardless of age, gender, ethnicity, disability, religion, sexual orientation, or background.
- Promote a workplace culture that values and respects individual differences and experiences.
- Prevent discrimination, harassment, and victimisation in all areas of employment.
- Encourage inclusive practices in recruitment, training, promotion, and service delivery.
- Raise awareness among staff about the importance of diversity and inclusion through training and communication.

Responsibilities:

All staff, managers, and contractors have a shared responsibility to uphold this policy and contribute to a culture of inclusion. Managers are expected to lead by example and ensure the policy is implemented effectively across all teams and sites.

Monitoring and Review:

This policy will be reviewed annually or as needed to ensure its effectiveness. Feedback from employees and stakeholders is welcomed to support continuous improvement in our approach to diversity and inclusion.

Approved by: Margaret Cleaning Solutions Ltd Management Team

Date: 17.07.2025