



Building Options Limited

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Equality, Diversity and Inclusion Statement

Company Ethos

Our ethos is “Honestas, Integritas et Respectus”, put simply means we believe in being honest and acting with integrity and respect towards our clients, colleagues and suppliers. We focus on providing a competent and professional service, treating Clients as mutual partners, and working with all members of the supply chain fairly and ethically.

Building Options Limited is committed to a policy of equal opportunity for all staff, potential future staff, and when engaging supply chain and contractors. We will not discriminate on grounds of:

- gender or gender identity
- race
- disability
- sexual orientation
- religion or belief
- age
- marriage and civil partnerships
- pregnancy and maternity
- caring responsibilities
- part-time working
- any other factor relevant to a person's work or ability to work

ED&I Statement

We encourage a diverse workforce and aim to provide a working environment where all staff at all levels are valued and respected, and where discrimination, bullying, promotion of negative stereotyping and harassment are not tolerated. This approach is also extended to our Clients and supply chain.

We are committed to providing all staff with opportunities to maximise their skills and achieve their potential, and offering flexible working arrangements wherever possible. We expect all staff to assist the company in meeting these obligations.

Building Options Limited has concluded that membership of any group or organisation that does not promote similar beliefs to ours (thereby promoting inequality), is incompatible with the ethos and values of this company. We therefore stand against that, and will not work with that Client or supply chain member.

The Managing Director and senior managers give their full support to this Policy and shall ensure it is communicated, and implemented accordingly.

Dario Di-Felice MCIOB
Managing Director
February 2025