

At Knauf (UK) GmbH, we believe our success is driven by the experience, talent and commitment of our people. We are committed to creating a workplace where diversity is recognised as a strength, equality of opportunity is a reality for all, and everyone is treated with dignity and respect.

We value the unique contribution that each individual brings and are committed to developing our people while recognising and embracing their differences. By fostering an inclusive culture, we aim to support innovation, strengthen our competitiveness, and act responsibly as an employer and member of the communities in which we operate.

This policy applies to all employees of Knauf (UK) GmbH, regardless of role or seniority, and extends to agency workers, contractors and subcontractors working on our behalf.

Our Commitment

Knauf (UK) GmbH is committed to ensuring that no individual is treated less favourably or disadvantaged based on protected characteristics, including age, sex, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, in line with the Equality Act 2010. Discrimination, harassment, and victimisation in any form will not be tolerated.

Where reasonably possible, we seek to ensure that our workforce reflects the diversity of the communities in which we operate.

Fair and Inclusive Employment Practices

We are committed to fairness and equality throughout the employment lifecycle, including recruitment, training, development, promotion, pay, and flexible working arrangements. Employment decisions are based solely on objective, job-related criteria such as skills, experience, and competence.

We support flexible working and are committed to ensuring that employees working under such arrangements are treated fairly and consistently.

Knauf is also committed to supporting disabled individuals and those with special needs, and we will make reasonable adjustments to roles and workplaces wherever possible.

Roles and Responsibilities

Diversity, equality and inclusion are a shared responsibility. Our Senior Leadership Team is accountable for championing this policy and leading by example, managers are responsible for its implementation within their teams, and all employees are expected to uphold its principles through their behaviour and actions.

Raising Concerns

Any individual who believes they have been subject to discrimination or unfair treatment is encouraged to raise their concerns through the appropriate internal procedures, with any concerns being treated seriously, confidentially and fairly.

Review and Continuous Improvement

We regularly review this and other people policies, and employment practices to ensure this commitment remains effective and relevant, and to identify opportunities for improvement.