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| **Contributor:**  |
| PJ Hegarty promote Fairness, Inclusion and Respect in the workplace. We foster a workplace that cares about and values its people and are committed to being a diverse and inclusive employer. |
| **Description** |
| Creating a workplace environment built on the principles of fairness, inclusion, and respect. Creates a culture where every worker feels valued, safe, and empowered to succeed.

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| **Purpose of FIR – Fairness, Inclusion and Respect** |

Fairness, inclusion, and respect are important in construction for worker safety and wellbeing. These principles create a positive work environment where every individual feels genuinely valued and respected. As a result, there is an improvement in worker cooperation and overall inclusive workplace.

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| **FIR Principals**  |

**Fairness:** Ensure fair treatment for all employees, contractors, and Directors. This includes equal opportunities for everyone regardless of their background, ethnicity, or religion. **Inclusion:** Creating an inclusive culture where every voice is heard, and every perspective is valued. Striving to create an environment where everyone feels welcome, supported, and included.**Respect:** Always treating one another with dignity and respect. By embracing differences and rejecting discrimination, harassment, or bullying in any form. Mutual respect is the foundation of our interactions, both on and off the job site.

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| **How can we implement FIR principals in the workplace?** |

**Open communication:** Encourage open communication among team members regardless of their position or background. This encourages everyone to voice their opinions, ideas, and concerns freely without feeling judged or excluded.**Embrace Diversity:** value diversity and recognise the unique perspectives of others from different backgrounds including race, gender, ethnicity, and experience. **Respect differences:** Create an environment where differences in opinions, skills and approaches are respected and seen as opportunities learning and growth rather than sources of conflict.**Call out discrimination:** Actively addressand challenge any discriminatory behaviors, languages, or practices. To promote a zero-tolerance policy for discrimination of any kind.

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| **Outcome of incorporating FIR Principals in the workplace** |

Embracing FIR principles in our construction projects creates a culture in which all team members feel valued, respected, and included. By emphasising fairness, inclusion, and respect, we not only create a safer and more productive workplace, but we also inspire creative thinking and raise industry standards for success.Overall belonging is the outcome through the understanding that everyone is unique with special qualities and individual differences. Embrace diversity.  |