



## EQUALITY AND DIVERSITY POLICY

### Statement of Intent

The aim of this policy is to ensure equality and diversity in the workplace, to establish an inclusive culture free from discrimination based upon the values of dignity, courtesy and respect and to comply with all relevant legislation, including:

- The Equality Act 2010

### Organisation

The following post holders are responsible for ensuring that arrangements are in place for equality and diversity and that our Policy is clearly understood throughout the Company.

### Senior Management will:

- Provide leadership in the operation and implementation of the policy.
- Ensure that this policy is fully implemented into all areas of the Company.
- Review this policy at least annually or more frequently if significant changes occur.

### Senior Management and Site Managers will:

- Ensure that all employees receive the appropriate equality and diversity training.
- Investigate all matters of alleged discrimination, harassment and inappropriate behaviour promptly and thoroughly.
- Ensure that selection and appointment procedures, performance management processes, staff development opportunities and disciplinary and grievance processes are fairly and consistently applied to all employees.
- Treat all applications for flexible practices on a fair and equitable basis and provide reasonable, objective reasons when such requests must be refused.
- Ensure that recruitment, assessment processes, career development opportunities and disciplinary and complaints procedures are fairly and consistently applied to all employees.
- Monitor employment equality data and publish the findings of monitoring activity, as appropriate.

### Site Manager(s) will:

- Provide site workers with information, instruction and training through appropriate means, such as regular toolbox talks.

Signature: 

Position: Managing Director

Review Date: 23<sup>rd</sup> May 2026

Name: Mr D A Corcoran

Date: 24<sup>th</sup> May 2025