

## Equal Opportunities Policy Statement

PDR Construction Limited, recognises and welcomes The Equality Act 2010, which makes it unlawful to discriminate against any employee on the grounds of race, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex, and sexual orientation. These characteristics are termed '**protected characteristics**' by the Equality Act 2010.

The Company oppose all forms discrimination or victimisation and to that end, we seek to provide equality and fairness for all in our employment and to develop a work environment where we treat all employees as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.

It is the policy of the Company to ensure that no employee or job applicant receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

It is the duty of all employees to accept their personal responsibility for the practical application and adherence of the policy to not discriminate directly or indirectly, or harass Customers but the Company acknowledges that specific accountability for the effective implementation and operation rest with the Managing Director, Directors, Management, Supervisors and individuals professionally involved in recruitment and personnel management.

The Company is committed to ensuring that this policy is adhered to and employees who believe that they have been treated inequitable within the scope of the policy should raise the matter through the Company Grievance Procedure.

We take a strict approach to breaches of this policy and any cases of Discrimination and Victimisation will be treated as disciplinary offences and they will be dealt with under the Company Disciplinary Procedure.

We will ensure that this policy along with other Company Policies are included as part of our Induction Process, to raise awareness and to clearly define our expectations of the policy and the working culture.

We will monitor the effectiveness of this policy and periodically evaluate this policy and associated arrangements; the outcome of such monitoring will be reported to the Executive Management Team.

Approved: *P. Dransfield*  
Paul Dransfield [Managing Director]

Date: 20 . 3 . 20