

EQUAL OPPORTUNITIES POLICY

Harringtons Builders PLC understands the value of diversity and is committed to eliminating discrimination and encouraging diversity amongst our workforce. Harringtons Builders PLC's aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees of Harringtons Builders PLC, 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 Harringtons Builders PLC 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.

Harringtons Builders PLC's commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued
- Every employee is entitled to a working environment that promotes dignity and respect to all
- No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- Equality in the workplace is good management practice and makes sound business sense
- We will review all our employment practices and procedures to ensure fairness
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by the Board

This Policy will be communicated to all staff, contractors and suppliers and will be reviewed as a minimum annually.

Endorsed by



SCOTT CARR
Director of Health, Safety & Environment
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