



EQUAL OPPORTUNITIES POLICY

Date: April 2022

Revision: 3

INTRODUCTION

This equal opportunities policy statement and policy statement on harassment at work are designed to implement our commitment to equal opportunities. It is the responsibility of every employee to ensure his or her own conduct conforms to the expected standards and reflects these policy statements.

The aim of the policies is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to the Employer and the employees.

POLICY STATEMENT

Seymour Civil Engineering Contractors (CEC) Limited is committed to providing equal opportunities and to avoiding unlawful discrimination in employment or to customers. It is the policy of that there shall be no discrimination or less favourable treatment of employees, customers or job applicants in respect of race, colour, ethnic or national origins, age, religion, religious beliefs, sex, sexual preference, sexual orientation, political beliefs, marital status, or disability.

The Company strives to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

It is the Company's policy to engage, promote and train staff on the basis of their capabilities, qualifications and experience, without discrimination, and all employees will receive equal opportunity to progress within the Company.

All employees of the Company, whether full-time, part-time or temporary are required to use their best endeavours to promote observance of legislation dealing with sex discrimination, equal pay, race relations and discrimination in respect of disabled persons

In order to put this equal opportunities policy into practise in the day to day operation of the business, Seymour CEC Limited will:

- monitor decisions on recruitment, selection, training and promotion and to frequently review the selection criteria and processes to ensure they are based solely on objective and job related criteria
- provide training for managers to ensure that they understand the nature of discrimination and are fully aware of their responsibilities in implementing our equal opportunities policy.

- provide information and advice on the implications of the relevant legislation and on assistance available to help in the employment of people with disabilities.
- ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly.
- encourage our sub-contractors to adopt policies and working practises which reflect our own views on equal opportunities.
- bring this policy to the attention of all of our employees and our sub-contractors.

The Directors of the Company fully support this policy statement. All employees are responsible for playing their part in achieving its objectives. The policy will be reviewed on a regular basis.

Signed by:

A handwritten signature in black ink, appearing to read "Adam Harker".

Adam Harker
Managing Director