



Equality & Diversity Statement..... 04.10.2017

It is the policy of M. Lambe Construction Limited to provide equal opportunities for all employees and to enlist the active support of each and every employee in achieving these ends.

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 individual talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

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 *gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.*

We oppose all forms of unlawful and unfair discrimination.

Our Commitment:

- Ensure that each and every Employee is treated equally in relation to decisions affecting training, promotion and job vacancies.
- Ensure a working environment that promotes dignity and respect to all. No form of intimidation, victimisation or harassment will be tolerated, on any grounds.
- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Ensure that no Employee is placed at a disadvantage by Company requirements or conditions that adversely effect them.
- Ensure that all Employees are encouraged to consult the Company Management on matters that affects "Equal Opportunities For All".
- Ensure that all job advertisements and new applicants are advised of this Company's policy in providing "Equal Opportunities For All".
- Ensure that we review all our employment practices and procedures to ensure fairness.
- To continue protection from discrimination and harassment after a relationship protected under the Race Relations Act comes to an end; for example, when employment ceases.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- Comply with all other statutory obligations under the Race Regulations Act 1976 (Amendment) 2003.

A handwritten signature in blue ink, appearing to read 'M. Lambe'.

M. Lambe
Managing Director