

 BEARDWELL Construction	Ref No. EDIP	EQUALITY, DIVERSITY and INCLUSION POLICY STATEMENT
	Issue No. 02	

Beardwell Construction Limited is committed to eliminating discrimination and promoting good relations and equal opportunities.

It is the Company's policy to strive towards equality of opportunity in all aspects of employment, including vacancy advertising, selection recruitment, training, conditions of employment, promotion and where applicable disciplinary procedures and/or termination of employment. In pursuit of this aim the Company observes the Equality and Human Rights Commission guidance for employment.

To ensure that this policy is operated effectively (and for no other purpose) the Company will maintain records of employees' and applicants' racial origins, gender and disability. Analysis of such records will provide the basis for monitoring the effectiveness of this policy.

The Company will ensure that all its staff are aware of and put into practice this Equality, Diversity & Inclusion Policy. A copy will be provided in any new recruits' induction pack. Further copies can be obtained from the Company Secretary.

Employer's Responsibility

- To comply with the letter and spirit of this policy.
- To value equality, diversity and inclusion in society and in our workforce as a means of broadening the Company's talent base, achieving the highest levels of performance and enabling all employees to reach their full potential.
- To identify the various behaviours and barriers that discrimination can take and understand the negative effect these can have on the Company and its employees and customers.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
- To monitor the application of this Policy and work towards eliminating any discriminatory practices which may be limiting the Company's ability to achieve its objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of the Company's employees, shareholders, customers and the public.

Employee's Responsibility

- To comply with the letter and spirit of this policy.
- To be aware of the various behaviours and barriers that discrimination can take and understand the negative impact these can have on the Company, your customers and colleagues.
- To be sensitive to the potential impact of your own behaviour on colleagues, customers and job applicants.
- To co-operate with management in the elimination of any discriminatory practices which may be identified.

The Policy

Vacancy advertising

Wherever possible vacancies for positions within the Company should be advertised through several mediums of communication to ensure coverage of as many groups as possible. Vacancies where appropriate will also be notified to job centres, careers offices, schools, colleges etc.

All vacancy advertisements will include an appropriate short statement on equal opportunity.

Selection and recruitment

In the employment of staff, the Company seeks to actively ensure equality of opportunity and treatment for all persons, and to ensure that individuals are selected, promoted or otherwise treated solely based on their relevant aptitudes, skills and abilities.

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No person or group of persons applying for a job, or for contracts with the Company will be treated less favourably than any other person because of race, colour, gender, ethnic or national origin, because of the religion or sexual preference, physical disability, ill health, appearance age or marital status.

Selection criteria will be kept under review to ensure that the decision to recruit is justifiable on non-discriminatory grounds. Analysis of job applicants will identify applicants from different gender, disability and ethnic groups.

Wherever possible, more than one person must be involved in the selection interview and recruitment process.

Wherever possible women, minorities and disabled persons will be involved in the short listing and interview process.

Employees who consider that they are a victim of unlawful discrimination may raise the issue through the Company's Grievance Procedure.

Victimisation, Discrimination and Harassment will not be tolerated by the Company. Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter in the first instance with their line Manager. All complaints of discrimination will be dealt with seriously, promptly and confidentially. The Company regards these as serious offences subject to disciplinary procedures in accordance with Company procedures.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal.

In the composition and operation of our Management the Company will be mindful of our commitment to equal opportunity.

The Company will ensure our sub-contractors and consultants are familiar with our equal opportunities policy and will expect them to adhere to this policy. The Company will promote equal opportunities and encourage applications from sub-contractors and consultants from under- represented groups. Regular monitoring

To fulfil our commitment to equal opportunity, the Company will constantly review and update as necessary policy and procedure for the board's approval.

Equal Opportunities Policy – Supporting Statements

- **Race Equality:** The Company will promote equality and good relations between staff and customers of different race national and ethnic groups.
- **Disability Equality:** The Company and its employees will not treat a person less favourably directly or indirectly based on their abilities and or disabilities. We promote the equality for people with disabilities.
- **Equality of Employment:** The Company operates a prejudice free and supportive working environment, whether in the office or sites.
- **Gender Equality/Reassignment:** The Company will not treat a person less favourably directly or indirectly due to their gender or marital status or due to their gender assignment.
- **Religion:** The Company will not discriminate directly or indirectly on the grounds of religion or belief. (Defines any religion, belief, philosophical or political beliefs).
- **Sexual Orientation:** The Company will not discriminate directly or indirectly on the grounds of the

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person's sexual orientation.

- **Age:** The Company will not discriminate directly or indirectly on the grounds of a person's age.
- **Marriage and Civil Partnership:** The Company will not discriminate directly or indirectly on the grounds of a person's marital status.
- **Pregnancy and Maternity:** The Company will not discriminate directly or indirectly due to a person's being pregnant, having a maternity related illness or being on maternity leave.

The Company seeks to uphold the spirit of the laws that set out how employers and individuals should act. Most legislation relating to this area is contained within the Worker Protection (amendment to Equality Act 2010).

This policy will be reviewed regularly but not less than every 12 months,



Duncan Clark
Managing Director
Beardwell Construction Ltd
5th January 2026