

EQUALITY & DIVERSITY POLICY

Our policy is governed by the Equality Act 2010, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Disability Discrimination Act 1995 and the Employment Equality (Sexual Orientation) Regulations 2003, which make it unlawful to discriminate directly or indirectly, in recruitment or employment because of a protected characteristic.

Redpath Construction is an Equal Opportunities employer and is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our 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.

By treating people fairly and equally and by accepting and embracing their diversity, we can also improve our market competitiveness, foster innovation, enhance our corporate social responsibility and create an inclusive and positive working environment for all employees.

It is the policy of the Company that no person acting on our behalf shall discriminate in any situation against another individual or group, directly or indirectly, because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, pay and benefits, performance appraisal procedures, 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.

Our 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, victimisation, discrimination, 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 senior management and has been agreed with employee representatives
- To comply with Equality Legislation throughout our recruitment, selection, training, promotion, disciplinary and dismissal processes
- To make available our Policy and Employee Handbook to all staff through regular communication
- The Managing Director, will assume responsibility for ensuring effective implementation and regular review of the Policy



Signed:

Name: Jim Pritchard
Managing Director
Redpath Construction Ltd

Date last reviewed: 07 July 2025