



DEANS CIVIL ENGINEERING LTD

Equality & Diversity Policy Statement

We are committed to the policy of equal treatment of all employees and applicants. Our aim is to recruit, train, promote and reward on the basis of merit and irrespective of gender, disability, sexual orientation, marriage or civil partnership, gender reassignment, part time status, age, religion or belief, race, colour, ethnic origin, nationality or national origin or trade union membership, political views or affiliations.

We are therefore committed to providing equality of opportunity for you by:

- Preventing any form of direct or indirect discrimination or victimisation or bullying.
- Promoting a good and harmonious working environment where all individuals are treated with respect and dignity and in which no form of intimidation or harassment from colleagues, customers or clients will be tolerated.
- Fulfilling all legal obligations under relevant national and European Union legislation and associated Codes of Practice where they apply.

You must be aware of the importance which we attach to our Equal Opportunities Policy, and must ensure that you do not, by your own actions, behaviour or attitudes, directly or indirectly or unintentionally discriminate against any job applicants, employees, customers or clients. Any act of discrimination will be treated as a disciplinary offence; these will include for example, discrimination in selecting, promoting or training, refusing to work with or for a person because of any of the reasons stated in paragraph one of this policy and harassment of any employee, customer or client.

Signed:

A handwritten signature in black ink, appearing to read 'Steven Deans', written over a horizontal line.

Steven Deans
Managing Director

June 2018