

## EQUAL OPPORTUNITIES POLICY

**Haines Construction (Southern) Ltd** is committed to providing equal opportunities for all.

The aim of our policy is to ensure that no job applicant or employee, customer or persons involved or associated with Haines Construction (Southern) Ltd will receive a less favourable treatment on the grounds of

- Gender (including gender reassignment)
- Disability
- Marital or civil partnership status
- Religious beliefs or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Age
- Sexual orientation

This principle will apply to the recruitment, appraisal and development, training, transfer, benefits, facilities, procedures, and all terms and conditions of their employment. Recruitment and selection procedures will be regularly reviewed to ensure that individuals are selected and treated on the basis of their relevant merits and abilities.

All individuals within this organization are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with this organization are also to hold the same responsibility and commitment.

We will make sure that all our staff and sub-contractors are aware of our Equal Opportunities Policy and their responsibilities

All job applicants, employees and others who may work for us will be treated fairly and will not be discriminated against on any of the grounds detailed above.

Decisions about recruitment, selection, promotion, remuneration, training or any other benefits will be made objectively and without lawful discrimination.

Signed on behalf of **Haines Construction (Southern) Limited**.



***Kevan Haines***

**Managing Director**

Date: 31/01/2017