



## EQUAL OPPORTUNITY POLICY

1. T.J.Hunt (Contracting) Limited & A. Hester Ltd are equal opportunity employers.
2. The Management of the Company will ensure that no existing employee or job applicant will be treated differently than any other for the following reasons;

|                            |                    |
|----------------------------|--------------------|
| Race                       | Sex                |
| Colour                     | Sexual orientation |
| Nationality                | Disability         |
| Ethnic or national origins | Religion           |
| Marital status             | Age                |
3. The Management will ensure the following;
  - Advertising and recruitment will not take place which excludes or favours any applicant on the above grounds.
  - Promotion and training opportunities will be made available to all employees undertaking similar roles.
  - Selection criteria for promotion or appointment will be strictly applied to the specific job criteria.
  - Terms of employment and benefits will be equally afforded to all employees in similar job circumstances.
  - Grievances will be dealt with in accordance with the Company Grievance Procedure and complainants will not be treated less favorably than others in cases of discrimination, victimisation and harassment in particular.
  - Dismissal and redundancy will be in accordance with Company Procedures and not for any other reason relating to the points in section 2.
4. All employees are responsible for ensuring the provision of equal opportunities to fellow employees and job applicants and in particular they do not;
  - discriminate against fellow employees or job applicants on the grounds as referred to in section 1,
  - attempt to induce other employees to practice unlawful discrimination,
  - victimize individuals who have made allegations or complaint of discrimination or provided information about such discrimination
5. Management and supervisors are to set examples of non-discriminatory behavior at all levels.
6. This policy will be brought to the attention of all employees.

Signed:

A handwritten signature in black ink, appearing to read "G. MacDonald".

Name:

G. MacDonald

Position:

Contracts Director

Date:

April 2026

Review Date:

April 2027