

## Equality and Diversity Policy Statement

01.11.2017

Manning Construction Ltd recognise our responsibilities to equality and diversity. It is our policy to treat all employees and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status. Furthermore, Manning Construction Ltd will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds. The policy applies to recruitment and selection, terms and conditions of employment, including pay, promotion, training and transfer, and every other aspect of employment.

Manning Construction Ltd will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

Manning Construction Ltd is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Managing Director. However, all staff is required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity. Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action. We oppose all forms of unlawful and unfair discrimination. Manning Construction Ltd is committed to eliminating discrimination and encouraging diversity within our organisation. Selection for employment, promotion, training, competition 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 athletics. For our policy to be successful, it is essential that everyone is committed to, and involved in its delivery. Our goal is to work towards a just society, free from discrimination, harassment and prejudice. We aim to embed this in all our policies, procedures, day-to-day practices and all relationships.

To meet our goals we have set the following seven high-level objectives:

1. To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
2. To ensure a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
3. To ensure training, development and progression opportunities are available to all staff.
4. To review all our employment practices and procedures to ensure fairness

Our policy is available to all persons working on behalf of Manning Construction Ltd and will be made available to interested parties upon request. This Equality and Diversity Policy Statement is also available on the Manning Construction Ltd website.



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**Mr. Stephen Euston**  
Managing Director