



## Equal Opportunities Policy Statement

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Coleman Construction and Utilities Limited is committed to a comprehensive policy of equal opportunities in employment in which individuals are selected and treated on the basis of their relevant merits and abilities without regard to race religion, colour, sex, age, national origin, disability or sexual orientation, and are given equal opportunities within the company. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds not relevant to good employment practice.

The policy and practice of the company require that all employees are afforded equal opportunities with in employment and that entry into employment with the company and progression with in employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular position. In all cases, ability to perform the job will be primary consideration.

All employees have a duty to co-operate to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. Employees must not harass or intimidate other employees on the grounds of race or sex, disability or sexual orientation and must not victimise or retaliate against employees who make such allegations. Disciplinary action will be taken against any employee who breaches this policy and serious breaches will be treated as gross misconduct.

Recruitment procedures and practices will be kept on review so as to ensure that this policy is being adhered to and to ensure that they do not include requirements or conditions which constitute, or may lead to, unlawful discrimination.

**Signed:**

**Position: Managing Director**