

SECTION 3: EQUAL OPPORTUNITIES & DIVERSITY POLICY STATEMENT

The company is an equal opportunity employer. The aim of the company policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of disability, age, religion, sexual orientation, colour, race, nationality, or ethnic origins, or is disadvantaged by conditions or requirements that are not essential for carrying out the job.

To ensure such direct or indirect discrimination is not occurring, recruitment and other employment decisions will be regularly monitored in conjunction with records of ethnic job applicants and existing employees.

As the construction industry operates its employment opportunities more on recommendation the diversity policy will be communicated to the senior managers responsible for recruitment.

Selection criteria and procedures will be reviewed regularly to ensure they are not adversely or unjustifiably affecting the opportunities of persons from a particular group, and that all candidates are considered solely on the basis of their relevant merits and abilities during recruitment and promotion, such as CSCS cards, trade qualifications and management abilities.

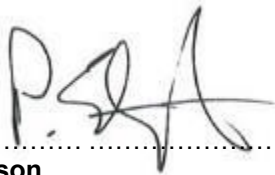
All employees will be afforded an equal opportunity and be encouraged to progress within the company. Attention will be given to possible corrective measures necessary to overcome any under representation, i.e. alterations required under the Equality Act 2010

All employees have a personal responsibility towards implementation of this policy. The company also recognises the specific duty on management, supervisors etc. involved in recruitment and administration.

Any employee believing, they have been unfairly treated in any sense is entitled to raise the issue through the company's grievance procedure.

This statement will be reviewed and updated as necessary on at least an annual basis. Accountability for compliance with the statement rests with the Managing Director.

Signed for, and on behalf of, Southbay Civil Engineering Ltd:



Signed: Date: ...10/04/2026.....

Paul Stephenson
Managing Director