



EQUAL OPPORTUNITIES POLICY

RPL CONSTRUCTION LTD have produced this policy to show our commitment to equal opportunities, and in doing so we recognise that certain groups in society are disadvantaged and they often do not have equal access to jobs and services.

In the course of their employment, all directors and employees of RPL CONSTRUCTION LTD will seek to ensure that they treat all people according to their needs.

No person applying for a job, or working on a contract on behalf of RPL CONSTRUCTION LTD, will be treated less favourably than any other person or group. It is unlawful to discriminate directly or indirectly in recruitment or employment because of any of the nine "protected characteristics" in the Equality Act 2010. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly, or harass customers or clients because of the protected characteristics of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision goods and services.

RPL CONSTRUCTION LTD are striving to be an equal opportunities employer and service provider and it is our objective to ensure that individuals are selected promoted and treated solely on the relevant basis of their aptitudes, skills and abilities.

RESPONSIBILITIES UNDER THE POLICY

The Directors, are ultimately responsible for ensuring that all of the Company's services, facilities and opportunities for employment are equally accessible to all members of the community and that: -

- All Staff are aware of the Company's Equal Opportunities Policy
- All Staff are appropriately trained
- Monitoring records are collected In accordance with Company policies and procedures
- Customers are aware of this Equal Opportunities Policy
- Disciplinary procedures are invoked against employees whose actions are inconsistent with this policy.

Managers and Supervisors

Managers and supervisors are responsible for making this policy known within their areas of responsibility, and advising new entrants of the Policy, ensuring that no discrimination takes place within their areas and dealing appropriately with any breaches.

We recognise that the success of this Policy depends on the combined efforts of all employees and subcontractors and to this end will fully support anyone encountering difficulties complying with it.

This Policy will be reviewed annually, or sooner following experience or because of operational or organisational changes.

Signed on behalf of the Company:

A handwritten signature in black ink, appearing to be 'ml' followed by a flourish.

Nick Lamb

Operations Director

Date: March 2018

Next Review Date: March 2019