



CONCRETE | GRP | PLASTER
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EQUAL OPPORTUNITIES POLICY

1. ***Equal opportunities Policy Statement***

We are an Equal opportunities Employer, committed to ensuring that the talents and resources of all our employees are utilised to the full. We will not discriminate unfairly against any individual in matters of recruitment or selection for any position, promotion, development or training on the grounds of perceived religious or political affiliation, sex, marital status, disability, colour, race or ethnic origins.

2. **POLICY**

To achieve our objective the company will pursue the following policy:-

- 2.1 The Company will recognise and ensure compliance with its legal obligations under the Fair Employment (NI) Acts 1976 and 1989, the Sex Discrimination (NI) Order 1976 and any other appropriate legislation.
- 2.2 In addition to the above the Company will recognise its moral and social obligations to promote equality of opportunity within the community in which it operates.
- 2.3 The Company has established policies and procedures designed to promote equality of opportunity. These will be periodically reviewed to ensure that individuals continue to be selected, promoted or treated *solely on the basis of merit* and in accordance with the requirements of the job and the individual's suitability to fill it.
- 2.4 The Company provides facilities for any employee who believes that they have been treated unfairly within the scope of this policy to raise the matter through the normal grievance procedure.
- 2.5 This policy will be publicised throughout the Company and elsewhere as is from time to time appropriate.

3. **RESPONSIBILITIES**

- 3.1 In general all employees have a responsibility to comply with this policy to ensure equality of opportunity for all.
- 3.2 Specific responsibilities are as follows, Managers are responsible for ensuring that this policy is implemented and for dealing with any matters arising.

Where appropriate, such matters should be passed to : Mr. Seamus Carmichael who will be responsible for the provision of advice, training, setting guidelines for policy implementation and operation and for any review of effectiveness.

- 3.3 The Company does not permit the display of flags, emblems, posters or other similar material, or the circulation of literature or the deliberate articulation of slogans or songs which may give offence or cause apprehension amongst particular groups of employees. Any attempt to display such will be regarded as serious misconduct and will result in disciplinary action.

4. **FAILURE TO COMPLY**

Failure to comply with the Policy will be regarded as serious misconduct which may lead to disciplinary action.

Seamus Carmichael
Managing Director

Date: 26th May 2015