

# Equality Policy Statement

We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family founded business that is values driven and managed as a professional corporate entity; underpinned by continuous investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "Integrity" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

We are committed to the principle of equal opportunity in employment, in full compliance with the Equality Act 2010. Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on any discriminatory grounds. Our objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

We do not tolerate any behaviour that is discriminatory, harassing or bullying and contrary to our Equality Statement. A breach of this policy may be treated as a matter of gross misconduct and an employee found to be acting in this way will face disciplinary action, which may result in dismissal.

Management have the primary responsibility for:

- not discriminating in the course of employment against employees or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination
- bringing to the attention of employees that they will be subject to disciplinary action for discrimination of any kind
- regularly monitoring the effectiveness of this policy to ensure that it is updated in line with legislation

Employees have the responsibility to ensure that they assist the Company in successfully achieving these objectives and can contribute by:

- not discriminating in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties
- not inducing or attempting to induce others to practise unlawful discrimination
- reporting evidence of any discriminatory action to a member of the senior management team in order that the issue can be investigated and resolved
- notifying management of any disability they believe they have so that reasonable adjustments may be considered

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through our website.

Malcolm McDermott  
Managing Director

Date: January 2021