



5.2.4 EQUALITY & DIVERSITY POLICY STATEMENT

(Refer also to the Equality Act 2010)

Watson & Cox Construction Limited is an Equal Opportunities Employer. We are committed to the implementation and maintenance of employment practices which will ensure that no potential or current employee is treated less favourably on the grounds of Sex, Sexual Orientation, Married Status, Race, Nationality, Ethnic or National Origin or Colour, Creed or Religion, nor should they be disadvantaged by the application of any rule, conditions or requirement, which cannot be justified in either contract-related terms, or as a requirement of law.

People with disabilities who meet basic eligibility criteria will be guaranteed an interview and will receive positive action treatment. Watson & Cox Construction Limited acknowledges that our policy will succeed through a programme of action which will develop employment practices consistent with the spirit of this policy.

We require the commitment by managers, in consultation with personnel staff, to review such practices on a regular basis and to take remedial action where necessary.

Watson & Cox Construction Limited undertake not to seek information regarding spent convictions or if we should obtain such information, will not use it contrary to the Rehabilitation of Offenders Act.

Watson & Cox Construction Limited will make full use of the positive action provisions of the Race Relations Act and the Sex Discrimination Acts whenever appropriate.

Watson & Cox Construction Limited is committed to ensuring that all individuals and groups are treated fairly and valued equally. Our actions and policies will be governed by this commitment in dealings with our own workforce, with Clients, Consultants, visitors and all other with whom we have contact or dealings. Our Equality & Diversity Policy and principles will apply to all and we will endeavour to present an example of good practice.

Watson & Cox Construction Limited will oppose discrimination against any individual or group specifically on the grounds of race, ethnic or national origin, religion or creed, disability or impairment, gender, sexuality or marital status, employment status, social class, HIV status, age, dependent-care responsibilities or need, or on any other unjustified grounds.

No one will receive less favourable treatment or will be disadvantaged by unjustified requirements or conditions. We aim to eliminate unfair discrimination.

This Policy Statement will be reviewed annually.

A handwritten signature in black ink, appearing to read 'D J Wallace'.

D J Wallace
Managing Director
May 2021