

EQUAL OPPORTUNITIES POLICY

EE Civil Engineering recognise that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin); disability;
- sexual orientation;
- religion or belief;
- age.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or contractors) and beneficiaries will be treated fairly

and with respect.

- Membership will be open to all.
- All vacancies will be advertised internally and externally simultaneously and will include a statement

on equal opportunities.

- Selection for employment/apprenticeships, promotion, training or any other benefit will be on the

basis of aptitude and ability. All selection/rejection decisions will be recorded.

- All employees/volunteers/members will be helped and encouraged to develop their full potential

and the talents and resources of individuals will be fully utilised to maximise the efficiency of the

organisation.

- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Tim Steelfixing LTD.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and beneficiaries are recognised and valued.
- Every employee, contractor and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.

- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary/legal proceedings.

- This policy is fully supported by the management and has been agreed with staff and contractors
- The policy will be monitored and reviewed regularly.

The successful implementation of this policy depends on the awareness and commitment of all staff. Hence, all new staff/contractors will be made aware of it's existence on joining the company, and reminded they must conform with it on a regular basis.

Signed:

A handwritten signature in black ink, appearing to be 'RD' with a large loop and a horizontal line extending to the right.

Name: Ryan Doherty
Position: Managing Director
Issue Date: 01/06/2026
Review Date: 01/06/2027