

# EQUAL OPPORTUNITIES & DIVERSITY POLICY



McGowan Environmental Engineering Ltd is committed to providing a working environment in which employees are able to realise their full potential and to contribute to its business success irrespective of their gender, race, disability, sexual orientation, marital status, part time status, age, religion or belief. This is a key employment value to which all employees are expected to give their support.

In order to comply with relevant current legislation (Equalities Act 2010), and create conditions in which this goal can be realised, the Company is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the Company. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, the Company aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality or ethnic origin), disability, sexual orientation, marital status, part time status, age, religion or belief.

This commitment applies to all aspects of employment, including:

- Recruitment and selection, including advertisements,
- job descriptions,
- interview and selection procedures;
- Training;
- Promotion and career development opportunities;
- Terms and conditions of employment, and access to employment related benefits and facilities;
- Grievance handling and the application of disciplinary procedures; and
- Selection for redundancy.

Equal opportunities practice is developing constantly as social attitudes and legislation change. The Company will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the Company's employment policies and procedures, not just those specifically connected with equal opportunities

## Monitoring

The Company will not tolerate unlawful discrimination or harassment of any kind in the working environment and will take positive action to prevent its occurrence.

In this connection the Company will monitor its policies and will implement changes in order to improve them as social attitudes and legislation change.

This commitment applies to all the Company's employment policies and procedures, not just those specifically concerned with equal opportunities.

A handwritten signature in blue ink, appearing to read 'RMG', is positioned above the signature line.

Signed  
(Ross McGowan - Managing Director)

Review Date: 15 May 2021  
Next Review Date: 15 May 2022

