

HOCHTIEF (UK) Construction Limited is totally committed to Equal Opportunities both within employment and with our service delivery. Our aim is to create a culture where people of all backgrounds and experience feel appreciated and valued.

We strive to ensure that the work environment is free of harassment and bullying and consider that treating all persons with dignity and respect is an important aspect of ensuring equal opportunities and diversity and inclusion in the workplace. We recognise and value the benefits of operating a diverse workforce and encourage diversity within our supply chain.

The Equality Act 2010 outlines our legal and ethical responsibilities in terms of ensuring people are treated equally. Under the Act, it is unlawful to discriminate directly or indirectly both in recruitment and employment (which includes the provision of goods and services) because of what are defined as "protected characteristics".

These protected characteristics include:

- age,
- disability,
- gender reassignment (ie: transgender status),
- marriage and civil partnership,
- pregnancy and maternity,
- race (which includes colour, nationality and ethnic or national origins),
- religion or belief,
- sex and sexual orientation.

There will be no discrimination on the grounds of any protected characteristics in the terms and conditions offered to employees or job applicants.

It is in the company's best interests, and those who work in it, to ensure that talents and skills available throughout the community are considered when opportunities arise.

The company is committed, wherever practicable, to achieving and maintaining a workforce, which broadly reflects the local community in which it operates.

Every possible step will be taken to ensure that all employees and job applicants are treated equally and fairly and that decisions on vacancy advertising, recruitment, selection, induction, training, promotion and career management, and termination of employment are based solely on objective and job related criteria. The policy also covers conduct at work and the disciplinary and grievance procedure.

The only basis of promotion or selection is the managements considered opinion of the applicant's suitability for the job.

HOCHTIEF (UK) Construction Limited will not discriminate against Small to Medium Enterprises (SME's), Black, Asian and Minority Ethnic (BAME) owned businesses, or suppliers demonstrating a diverse workforce. The opportunities available are open for all suppliers and due consideration will be given to each.

All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. If it has been determined that an act of discrimination has taken place, where appropriate, a full enquiry will be conducted into the complaint and if it is considered that the behaviour of an individual is unlawful, unfair or unacceptable, disciplinary action will be taken against that individual as laid down in the company's procedure.

In order to implement this policy the company shall: -

- Provide training in equal opportunities and diversity and inclusion to managers and anyone else likely to be involved in recruitment or other decision making processes. Such training will address steps that decision-makers can take to avoid unconscious bias.
- Provide training to all existing and new employees and others engaged to work for us to help them understand their rights and responsibilities under the Equality Act and what they can do to help create a working environment free of bullying and harassment.
- Maintain records to review selection criteria and procedures to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.
- Ensure all employees will be given equality of opportunity within the company's service and will be encouraged through appropriate continued training to progress within the organisation.
- Set out an action plan for ongoing monitoring and regular analysis of such records, which will help avoid and eliminate unlawful direct and indirect discrimination and promote equality of opportunity.
- Continuously improve through our Equality, Diversity and Inclusion plan which is linked to our Strategic Business Plan.
- HOCHTIEF (UK) Construction Ltd will ensure that all new employees are aware of this policy and will regularly review and monitor the policy to ensure its implementation and effectiveness.

The Directors and Senior Managers of HOCHTIEF (UK) Construction Ltd fully support this Policy Statement.

Lawrence Jackson
Managing Director