



<b>Prepared By:</b>	Derek Heddle	<b>Review Date:</b>	01/06/21
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Heddle Construction Ltd is an Equal Opportunities Employer.

It is Heddle Construction Ltd's policy to ensure that all job applicants and employees are treated fairly and on merit regardless of their sex, marital status, race, colour, nationality, national or ethnic origin or disability (referred to in this policy as race, sex or disability).

All employees should be aware of the importance that Heddle Construction Ltd attaches to its Equal Opportunities Policy and with this in mind should ensure that they do not by their own actions, language or attitudes directly, indirectly or unintentionally discriminate against job applicants or employees.

Any acts of discrimination will be treated as disciplinary offences; these will include, for example, discrimination in selecting for recruitment, promotion or training, refusing to work with or for a person because of his or her race, sex or disability and victimisation or harassment of any employee.

Signed

A handwritten signature in black ink, appearing to be 'Derek Heddle', written over a horizontal line.

Director