

Prepared By:	Derek Heddle	Review Date:	01/06/24
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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:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

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

Any acts of discrimination will be treated as disciplinary offences. Examples include discrimination in selecting a person for recruitment, promotion or training; refusing to work with or for a person; or victimisation or harassment of any employee.

Signed



Director