

EQUALITY AND DIVERSITY POLICY

C.G. Godfrey Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce, where possible. Our aim is that our workforce will be representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

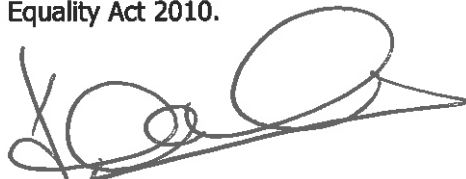
At **C.G. Godfrey Ltd** we observe, as far as possible, the Commission for Equality & Human Rights, Commission for Racial Equality, Disability Rights Commission and Equal Opportunities Commission Codes of Practice. We will not tolerate victimisation, discrimination or harassment in any form and these will be considered disciplinary offences and dealt with under the company disciplinary policy.

Our commitment:

- ◆ To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- ◆ Every employee is entitled to a working 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 in the workplace is good management practice and makes sound business sense.
- ◆ We will review all our employment practices and procedures to ensure fairness.
- ◆ This policy is fully supported by senior management and is communicated to staff at their Induction and on a continuous basis, in conjunction with other policies such as Health & Safety and Environmental responsibilities.
- ◆ The policy will be monitored and reviewed annually.

The Construction Director takes overall responsibility for the implementation of this policy and all staff, sub-contractors and other partner organisations are reminded of their responsibilities under the Equality Act 2010.

Signed:



Name: Andrew Coles

Director Responsible for Health, Safety & the Environment

Date: 2016 31st July

This policy will be reviewed at least annually to ensure that it remains up to date in respect of the legal requirements and good practice.