

## EQUAL OPPORTUNITIES POLICY

Lilleker Bros. Ltd aims to be an equal opportunity employer, and this policy document will ensure that all eligible people will have equality of opportunity for employment and advancement based on their suitability for the work.

Lilleker Bros. Ltd aims to create a positive environment to work in, and encourages and supports fairness and openness.

The Equality Act (2010) is now the principal equality legislation and refers to relevant protected characteristics.

This policy covers all aspects of employment including recruitment, promotion, training, performance appraisal and pay selection, conditions of service and disciplinary procedures and dismissal.

Lilleker Bros. Ltd will not discriminate on the grounds of sex, race, disability, religion, age or sexual orientation, and any form of harassment will not be accepted.

To ensure that the policy is operating effectively and meeting the requirements of the government's diversity initiative (and for no other purpose), the company maintains records of employees' and applicants' racial origins, gender, age and disability.

Lilleker Bros. Ltd are committed to monitoring and measuring achievements on fairness, equality and diversity to provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

The company's long-term aim is that the composition of its workforce should reflect that of the community. Timetabled targets will be set for groups in the community which may be identified as being under-represented in the workforce. Where necessary, special steps as permitted by the relevant Acts of Parliament will be taken to help disadvantaged or under-represented groups to compete for jobs on a genuine basis of equality.

The company's Equal Opportunities Employment Policy (EOEP), and the measures to implement it, have been devised based on advice from the relevant bodies as well as in consultation with employee representatives.

The Managing Director is responsible for the effective operation of the EOEP, a copy of which is available from the personnel department.

.....  ..... Managing Director .....  ..... Finance Director

Date: 20/03/19 ..... Date: 20/03/19 .....