



Equality, Diversity and Equal Opportunities Policy v3.9

C. C. Contracting Ltd is an equal opportunities employer, committed to promoting equality and diversity in the workplace. The Company's aim is to create a workforce that promotes positivity and productivity throughout, regardless of individuals' backgrounds and characteristics.

The Company opposes all forms of unlawful and unfair discrimination and shall aim not to discriminate, in any way, on the grounds of any of the *protected characteristics*: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender, and sexual orientation. This list is correct at the time of writing; however, it should be interpreted to incorporate all *protected characteristics* which may be covered under the Equality Act 2010 (including any future amendments) and any successor legislations, as governed by the laws of England and Wales. These equal opportunity objectives apply equally to training, recruitment, promotion, benefits, facilities, procedures and all terms and conditions of employment.

The Company aims to work both within the spirit as well as the letter of the law, helping to create a comfortable working atmosphere in which everyone is treated with respect. Any Employee who acts in contravention of the spirit of this policy may be subject to the Company's disciplinary procedure and, as such, disciplinary action may be taken against them.

This policy will be reviewed and updated periodically.

Signed:

Peter Child
Managing Director