



## **Equal Opportunities Policy**

Durkin and Sons is an equal opportunity employer. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, religion and nationality or is disadvantaged by conditions or requirements which are not essential for carrying out the job as defined by the Disability Discrimination Act 2005.

To ensure that such direct or indirect discrimination is not occurring, recruitment and other employment decisions will be regularly monitored in conjunction with ethnic records of job applicants and existing employees.

Selection criteria and procedures will be given equal opportunity and encouraged to progress within the organisation. Attention will be given to possible remedies for under representation of any ethnic groups at particular levels with the company.

It is the duty of all employees to accept their personal responsibility in the implementation of this policy. At the same time, the company acknowledges that specific responsibilities fall upon management, supervision and individuals professionally involved in recruitment and employee administration.

Any employee who believes that he or she has been unfairly treated in any sense associated with this policy is entitled to raise the matter through the appropriate grievance procedure.

Signed

A handwritten signature in black ink, appearing to read "M. Durkin", written over a light blue oval-shaped background.

Michael Durkin, Managing Director

Date  
1<sup>st</sup> July 2022

Review by date  
30<sup>th</sup> June 2023