



AARSLEFF

EQUALITY, INCLUSION & DIVERSITY POLICY

It is the policy of **Aarsleff Ground Engineering Ltd** to actively support Equality, Diversity and Inclusion and ensure that all our employees are valued and treated fairly with dignity and respect.

We are committed to providing opportunity and a respectful environment for everyone who works with us. Our commitment to diversity underpins all our policies and practices and all our dealings with customers, suppliers and stakeholders.

We will not discriminate directly or indirectly against any person because of age, gender identity, marital status, pregnancy, race, colour, ethnic origin, sexual orientation, disability (both physical and mental), religion or belief, working patterns, caring responsibilities or trade union membership.

The Company recognises, everyone has a personal responsibility to treat our customers, suppliers, the public and colleagues with understanding and respect.

Our objectives are:

- To encourage people from diverse backgrounds to join the company.
- To maintain a working environment where direct or indirect discrimination, bullying and harassment are not tolerated and to support this with a well-defined grievance process.
- To raise awareness of diversity and inclusion among, all our people so that they can recognise and take an active role against all forms of direct and indirect discrimination and harassment
- To ensure that remuneration, benefits, terms and conditions and recruitment and promotion procedures do not discriminate against any group directly or indirectly.
- To help all employees through training and other opportunities to develop to their full potential
- To develop greater understanding of our commitment to diversity and inclusion among our customers, suppliers, contractors, our people and applicants
- To ensure that all policies and procedures are at the forefront of best practice
- To effectively measure and report on our progress on promoting equality, diversity and inclusion

Discrimination, bullying and harassment will not be tolerated. Breaches of the company's Diversity and Inclusion Policy and procedures, or any unfair treatment or unlawful discrimination will be dealt with under the company's disciplinary procedures and could lead to dismissal.

The contents of this policy and all revisions which may be made will be brought to the notice of all employees.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed.....
Kevin Hague – Managing Director

Date.....**2 October 2019**.....