

# Equality and Diversity Policy

---

LA1 Construction is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be representative of the society in which we work and our customers, and for each employee to feel respected and able to give their best.

The company will aim to consider the needs of our employees and customers on the project which we work and through considerations of project design and construction we will aim to best meet the needs of the end user, with factors such as age and disability being taken into account when producing a specification of works.

LA1 Construction will operate with the following principles:

- ✚ provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- ✚ not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- ✚ oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline and dismissal and selection for employment, promotion, training or other development opportunities

The company commits to:

- ✚ encourage equality and diversity in the workplace as they are good practice and make business sense
- ✚ create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting respect for all, and where individual differences and the contributions of all staff are recognised and valued

This commitment includes employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the

organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

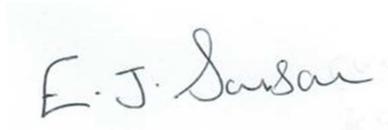
All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- ✚ take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work

Such acts will be dealt with as misconduct under the organisation's disciplinary procedure, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. We will ensure:

- ✚ decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- ✚ we review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- ✚ we monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Signed for and on behalf of LA1 Construction Ltd:



**Elliot Sansom**

Managing Director



**Sam Mayer**

Managing Director

Date: 01/03/2021