

## EQUALITY & DIVERSITY POLICY STATEMENT

Borras Construction is committed to achieving equality of opportunity, social inclusion and parity of esteem firmly in all areas of our work. We have much to learn and profit from diverse cultures and perspectives and we believe that this commitment will make our organisation more effective in meeting the needs of all our customers.

The Company seeks to attract a workforce that reflects the diverse community at large because we value and respect the individual contributions of all people. There is a responsibility on all employees and associates to treat each other with dignity and respect. We aim to develop, promote and deliver our services, information and employment opportunities without discrimination on the basis of a person's race, disability, age, gender, religion, sexuality or any other aspect of an individual's background or heritage which is used as a justification for unfair treatment.

The Company will take positive action to promote equality of access and parity of esteem for all who work here.

No employee or associate should be disadvantaged or treated less favourably because of condition or requirements that cannot be justified. The Company will seek to make reasonable adjustments to its arrangements with a view to avoiding substantial disadvantage for any group of people.

Borras operate zero tolerance of discrimination or harassment of any kind.

We will seek to provide a learning and working environment that is free from unlawful discrimination, harassment or victimisation. We will not tolerate any form of behaviour that discriminates, without proper justification, on the ground of such factors as gender, marital status, family responsibility, sexuality, race, nationality, skin colour, ethnic or nation origin, religious belief, social class, medical conditions, disability, trade union membership or activity, age, and unrelated criminal convictions.

The Company will take positive action to remove barriers to achievement and will seek to ensure that no one in its employment is disadvantaged from being able to realise their full potential. For employees and associates, we will take steps to identify, address, eliminate or minimise any unnecessary or artificial regulations, requirements or conditions that cannot be shown to be directly relevant to maximising an individual's performance.



**Mike Howlett**  
**Managing Director**

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