

## Statement of General Policy

Conneely Construction Ltd is an Equality & Diversity Employer.

The aim of this policy is to provide Equality & Diversity to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion, marital status and social class. We oppose all forms of discrimination.

All employees and job applicants, whether part time, full time or temporary, will be treated fairly and equally. Selection for employment, promotion, training, transfer or any other benefit will be on the basis of aptitude, ability, merit, qualification, and fitness for the job. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### Policy Implementation

The Managing Director, Mr Paul Conneely, has specific responsibility for Equality & Diversity matters and will ensure that the Policy is communicated to all employees and if possible to all job applicants.

Conneely Construction Ltd has developed procedures, which supported by the Companies Organisational structure will best suit its particular needs and requirements. By adopting this approach, it is believed that the Company will create and promote the adoption of Equality & Diversity at work, and ensure that all those employed or under its control become familiar with their Statutory Obligations under the current legislation.

The Company will provide all employees with training and guidance which may improve their prospects with the company, and which will enhance their understanding of the need for an Equality & Diversity Policy.

Periodically Conneely Construction Ltd will review selection criteria and procedures to maintain a system which ensures that individuals are selected, promoted and treated solely on the grounds of their merits and abilities which are appropriate for the job.

The Company will regularly monitor staff to identify the signs of inequality in recruitment, grading, pay and career progression, and take positive action to redress them.

Conneely Construction Ltd expects all management and employees to conform to this policy and accept responsibility to accept their personal involvement in the practical application of this Policy. The Company is committed to a programme of action to make this policy effective. Breaches of our equal opportunity policy will be regarded as misconduct and could lead to disciplinary proceedings and dismissal.

Paul Conneely  
Managing Director

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