

JJP Contractors are committed to providing equal opportunities in employment and avoiding unlawful discrimination in employment. We are committed to creating a work environment free of bullying, harassment and sexual advances where each and every employee (directly or indirectly employed) are treated with dignity and respect.

We recognise it is unlawful to discriminate directly or indirectly in employment and recruitment because of age, sex, sexual orientation, disability, gender reassignment, race, religious belief, nationality and ethnic origins.

We are committed to the principles of fairness and mutual respect where everyone accepts the concept of individual responsibility.

JJP Contractors are committed to encouraging equality, diversity and inclusion amongst our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The policies purpose is to:

- 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, sex, sexual orientation, disability, gender reassignment, race, religious belief, nationality and ethnic origins.
- Oppose and avoid all forms of discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, and selection for employment, promotion, training or other development opportunities.

JJP Contractors will expect:

- Every employee to assist the company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.
- Every employee to comply with legislation and law. Employees can be held personally liable as well as, or instead of, the company, for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.
- A working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Any employee who breaches the policy will be subject to disciplinary action, of which may result in dismissal for misconduct.

The directors will review the equal opportunity policy at regular intervals, at least annually. We will provide information and (if required) training in relation to any changes made to the policy

Signed

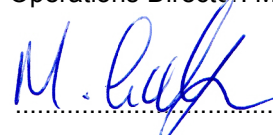
Dated

Managing Director: Jonpaul O'Donnell



1-10-20

Operations Director: Michael Galligan



1-10-20