

## Diversity, Equality and Inclusion Policy Statement

McTaggart Construction is committed to creating, encouraging and maintaining an equal, diverse, supportive and inclusive culture in our workplace for all employees, contractors and business partners.

We aim to eliminate unlawful discrimination and promote diversity throughout the whole workforce. We are also committed against unlawful discrimination of customers and/or members of the public.

We want our workforce to be representative of all sections of society and will achieve this through equal opportunities given to all job applicants and employees.

## Our Commitments

This policy reinforces our commitment to equality and fairness throughout our organisation. Our commitment to employees is that we will not provide less favourable treatment on the grounds of:

- age
- disability, including visible and non-visible disabilities or medical conditions
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex / gender
- sexual orientation

We oppose and avoid all forms of unlawful discrimination, including:

- pay & benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal and redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

We will treat all employees fairly and with respect, whether they are part-time, full-time, or temporary. When selected for employment, promotion, training, or other benefits, it will be based on aptitude and ability only.

McTaggart Construction also commits to:

- Taking a zero-tolerance stance on bullying, harassment, victimisation, and unlawful discrimination. This includes promoting dignity and respect for all persons, and taking complaints of unfavourable treatment seriously
- Making opportunities for training, development, and progress available to all staff.
- Make decisions on hiring, promotions, and benefits based on merit (with allowances for any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Regularly review practices and procedures to ensure fairness, taking into account, changes in the law.
- Provide an open door policy, encouraging staff to speak up if they have been subject to discrimination.
- encourage our employees to treat everyone with dignity and respect.

This policy is fully supported by senior management and has been agreed with employee representatives. It will be monitored and reviewed at least annually to ensure that our ongoing objective to provide an equal and diverse workplace is fulfilled.



**Janice Russell**  
Managing Director  
1<sup>st</sup> May 2025