

Equal Opportunities Policy

1. Purpose

Durkin and Sons Ltd is committed to providing a workplace where everyone is treated fairly, with dignity and respect. We believe that diversity strengthens our business and that every individual should have equal opportunity to contribute, develop and succeed based on their skills, experience and performance.

This policy sets out our commitment to promoting equality of opportunity, preventing unlawful discrimination, harassment and victimisation, and creating an inclusive working environment for all employees and those who work on our behalf.

2. Scope

This policy applies to all employees, directors, agency workers, labour-only personnel, apprentices, subcontractors, consultants, job applicants and any other individual working for or representing Durkin and Sons Ltd.

The principles of this policy apply throughout the employment lifecycle, including recruitment, selection, induction, training, promotion, transfer, remuneration, performance management and termination of employment.

3. Our Commitment

Durkin and Sons Ltd is committed to complying with the Equality Act 2010 and all other applicable equality legislation.

We will not unlawfully discriminate against any individual because of a protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Employment decisions will be based solely on competence, qualifications, experience, ability and business requirements.

We are committed to providing equality of opportunity for all individuals and will make reasonable adjustments where required to support disabled employees and applicants.

4. Recruitment and Employment

Durkin and Sons Ltd will ensure recruitment and employment practices are fair, objective and transparent.

Selection criteria will be based on the skills, knowledge, qualifications and experience required for the role. Decisions relating to recruitment, promotion, training, development and career progression will not be influenced by unlawful discrimination.

Where appropriate, equality monitoring information may be collected to assist in reviewing recruitment and employment practices. Such information will be managed confidentially and in accordance with UK data protection legislation.

5. Dignity, Respect and Inclusion

Durkin and Sons Ltd expects everyone working for or on behalf of the company to treat others with dignity, courtesy and respect.

Bullying, harassment, victimisation or discriminatory behaviour will not be tolerated under any circumstances, whether occurring in the workplace, on client sites, during business travel, at work-related events or through electronic communications.

All individuals are expected to contribute to a positive, inclusive working environment where differences are respected and valued.

6. Responsibilities

Directors and Senior Management

The Directors are responsible for demonstrating leadership, promoting equality throughout the organisation and ensuring appropriate resources are available to implement this policy.

Managers and Supervisors

Managers and supervisors are responsible for:

- Applying this policy fairly and consistently.
- Making objective employment decisions.
- Challenging inappropriate behaviour.
- Taking appropriate action where concerns are raised.
- Promoting an inclusive working environment.

Employees

Every employee has a responsibility to:

- Treat colleagues, clients, suppliers and members of the public with dignity and respect.
- Avoid behaviour that could constitute discrimination, harassment or victimisation.
- Report concerns where they believe this policy has not been followed.
- Cooperate with any investigation into alleged breaches of this policy.

7. Raising Concerns

Any individual who believes they have experienced or witnessed discrimination, harassment, victimisation or any other breach of this policy should report the matter to their manager or another appropriate member of management at the earliest opportunity. Concerns will be treated seriously, investigated fairly and, where reasonably practicable, handled confidentially.

Where appropriate, concerns will be managed in accordance with the company's Grievance Policy, Disciplinary Procedure or Whistleblowing Policy.

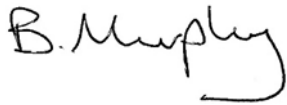
Durkin and Sons Ltd will not tolerate retaliation against any individual who raises a genuine concern in good faith.

8. Monitoring and Review

Durkin and Sons Ltd will periodically review its employment practices to help ensure this policy remains effective, legally compliant and aligned with business needs.

This policy will be reviewed annually or sooner where legislative changes or organisational developments require.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027