

# EQUALITY & DIVERSITY POLICY



## Background

Equality relates to treating people the same, even though they may belong to distinct groups. Equality in particular relates to the law which makes it illegal to discriminate against people because they belong to particular groups.

Diversity is a broader concept that builds upon the social progress made through equality. Everyone is different, and diversity is about recognising, respecting and valuing the difference we each offer.

Equality and diversity work together by addressing the inequalities and barriers faced by people in under-represented groups and by valuing, learning and benefiting from the diverse cultures in society and our staff. This policy encompasses all aspects of employment and of the company's relationship with its staff including but not limited to matters relating to recruitment and selection; workforce engagement; training and development; terms and conditions; and promotion and advancement.

Signed: \_\_\_\_\_



**Donna Newell**  
Director of SHE, HR and Office Services

Signed: \_\_\_\_\_



**Robert Bond**  
Group Chief Executive

Dated: September 2011

## FAIR FOR ALL

### Policy

We understand and fully support the view that diversified organisations are better places to work and tend to be more successful. Many of our clients have asked us to be diverse in our recruitment and we have positively responded to this.

We fully support initiatives to promote diversity within the construction industry.

Rydon is committed to providing equal opportunities in employment and to the elimination of unlawful or unfair discrimination. We value the differences that a diverse workforce brings to the organisation, and therefore aim to ensure the following:

- We will commit to fulfilling our legal obligations as set out by all current legislation relating to equality and diversity in the workplace. This will include, but will not be limited to the following:
  - The Equality Act (2010)
  - The Age Discrimination Act (2006)
  - The Racial and Religious Hatred Bill (2005)
  - The Gender Recognition Act (2004)
  - The Employment Equality (Religious Belief) Regulations (2003)
  - The Employment Equality (Sexual Orientation) Regulations (2003)
  - The Sex Discrimination (Gender Reassignment) Regulations (1999)
  - The Disability Discrimination Acts (1995 and 2005)
  - The Sex Discrimination Act (1975) and subsequent amendments
  - The Race Relations Act (1976) and subsequent amendments
  - The Equal Pay Act (1970) and subsequent amendments
- We will continuously strive to develop and maintain a Rydon community in which discrimination and harassment are unacceptable and in which inclusion and recognition of all are promoted, this policy extends to include non-permanent workers including contractors.
- We will apply our Equality and Diversity Policy to ensure that all employment policies and practices are fair and transparent.
- We believe that all our employees are responsible for the promotion and advancement of this policy and will provide them with the necessary training to understand their responsibilities encompassed in this policy.
- Our intention is to build a culture that values inclusion, openness, fairness and transparency and to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible.
- We are committed in all our work to achieve excellence through inclusion, and we aim to enable our employees at all levels to contribute to Rydon and to steer its success.

### Governance

This policy must be strictly adhered to by every employee. Any breaches of this policy will be investigated and, where appropriate, disciplinary procedures will be applied.

All company policies are reviewed by the Group Board and signed by the director responsible for the policy area and by the Group Chief Executive on at least an annual basis. This ensures that policies respond to current legislation and market demands and meet the standards of the Group.