

Equal Opportunities Policy

Committed to Equality...

Carter Construction (Derby) Ltd has prepared this Equal Opportunities Policy in accordance with guidance provided by the applicable statutory regulations. This Policy intends to confirm the commitment Carter Construction has to comply with the current legislation and provides such information as is necessary to assist those persons using it to fulfil their obligations.

It is to be made clear that unlawful discrimination, in any form or application, will not be accepted, or tolerated, by Carter Construction.

It is our policy and commitment to ensure equality is provided throughout all of our business employment opportunities. When considering business employment opportunities (of any nature) Carter Construction will not discriminate on the grounds of sex, sexual orientation, marital status, pregnancy, religious creed, disability, race, nationality, colour or ethnicity. Direct discrimination, indirect discrimination, harassment, failure to make reasonable adjustments and victimisation are all statutory prohibited forms of discrimination.

This policy encompasses all those who are external to Carter Construction, seeking:

- direct employment;
- subcontractor employment;
- manufacturer/ supplier employment;
- to be provided with goods, facilities or services

Likewise, it also applies to those already in direct employment with Carter Construction who are:

- seeking promotion;
- seeking transfer;

- seeking training opportunities;
- undergoing pay and benefit reviews;
- undergoing discipline procedures;
- undergoing selection for redundancy

Carter Construction will ensure that all employees entrusted with employment related responsibilities are provided with full guidance and training on Equal Opportunities. The competencies of such employees to conduct themselves in a correct and proper manner in accordance with the guidance set within this policy will be reviewed annually during the appraisal period.

Carter Construction (Derby) Ltd will ensure that the Equal Opportunities Policy is reviewed regularly and that the changes are brought to the attention of, and implemented by, all employees.

...Collectively we can make a difference

Signed:



Mr. R. I. Carter – Managing Director

Date Published: 21st August 2015