



VHE Construction Plc is fully committed to encouraging diversity, advancing equality of opportunity and preventing discrimination.

The overall purpose of this Policy is to ensure equality and fairness for all and to prevent discrimination on the grounds of age, caring responsibilities, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, gender or sexual orientation, part-time working, membership or non-membership of a Trade Union or any other factor irrelevant to a person's employment. This Policy is fully compliant with the Equality Act 2010 and Human Rights Act 1998 and takes benefit, where possible, from the Code of Practice and recommendations of the Equality and Human Rights Commission.

The Company respects and values cultural differences and aims to create an environment that promotes dignity, equality and diversity, which encourages individuals to develop and maximise their potential.

All employees will be treated fairly and with respect. Selection for employment, promotion, training and development will be on the basis of skills, ability and merit alone.

The Company will not tolerate any form of unlawful or unfair discrimination, victimisation, bullying or harassment and will take appropriate action against any individual, or group of individuals, who commit or assist others to commit such an act. It should be noted that an individual's non-conformance with this Policy may also be an unlawful act subject to criminal prosecution and potential litigation.

Through the consistent and rigorous application of the Equality and Diversity Policy, the Company will:

- Create an environment in which individual differences and the contributions of all Employees are recognised and valued
- Create a working environment that promotes dignity and respect for all. No form of victimisation, bullying or harassment will be tolerated
- Ensure training, development and progression opportunities are available to all
- Treat breaches of the Policy seriously and take disciplinary action when required
- Provide information and training to all Employees so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.

The Company will utilise the Equality and Diversity Policy as a means of communicating its commitment to provide equal opportunities to all present and future Employees.

The Company will, to the best of its ability, endeavour to ensure that any other agent or individual that we may employ on behalf of our clients also recognises and abides by this Policy.

As Managing Director I am appointed with the responsibility of ensuring that Renew Group Standards together with any additional VHE Construction employment requirements are developed, communicated, implemented, monitored and reviewed.

The Equality and Diversity Policy, which is fully supported by the Board of Directors, will be continuously monitored for its consistent application and it will, along with any supporting procedures, be reviewed at least annually to ensure its continued suitability.

A handwritten signature in black ink, appearing to read 'Gordon Wilson'.

Gordon Wilson
Managing Director

1st August 2023