

To demonstrate our values and achieve the aims of our Equal Opportunities, Diversity & Inclusion Policy, we have updated our policy to reinforce the expected behaviour and expectations we wish to embellish to support a Fairness, Inclusion & Respect environment.

J Coffey Construction is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the company and to encourage full contribution from our diverse community and to promote inclusion amongst all its employees. By inclusion we mean that all who work for the company have a contribution to make and as such we recognise such input and will be receptive towards it and so creating the kind of environment in the workplace that is welcoming and inclusive of all our employees, thereby creating a sense of belonging that promotes staff retention.

The company aims to provide a service that does not discriminate against its clients and customers in a means by which they can access the services and goods supplied by the company; the company believes that all employees and clients are entitled to be treated with respect and dignity and be inclusively engaged.

The Management have a continuing commitment:

- To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.
- To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.
- To promote a company ethos that demonstrates to its entire staff, we are a company that cares about the wellbeing of all our employees.
- To ensure that Equality, Diversity & Inclusion are embedded in our company culture.
- To ensure that Fairness, Inclusion & Respect are embedded in our company culture.
- To improve the recruitment and retention of people from diverse backgrounds.
- To build in the wider community, productive and effective relationships with interested parties.
- To promote a professional and positive response when challenging behaviour or decisions that breaches this policy.
- To ensure all Employees have access to this policy and comply with any associated equality, diversity and inclusion procedures.

| Equal Opportunities, Diversity & Inclusion (EDI) Policy Statement (Attachment 1.4) | Page 1 of 3 | Revision 18 10.01.24 | | |
|---|-------------|----------------------|--|--|
| Uncontrolled Copy when printed or downloaded from the company intranet | | | | |



This is the application of a policy, criterion or practice which the employer applies to all employees, but which is such that:

It is it detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents.

The employer cannot justify the need for the application of the policy on a neutral basis; and The person to whom the employer is applying it suffers detriment from the application of the policy.

| Equal Opportunities, Diversity & Inclusion (EDI) Policy Statement (Attachment 1.4) | Page 2 of 3 | Revision 18 10.01.24 | | |
|---|-------------|----------------------|--|--|
| Uncontrolled Copy when printed or downloaded from the company intranet | | | | |