

EQUALITY, DIVERSITY AND INCLUSION POLICY

Statement of policy

Brenmar is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee, potential employee, contractor, and supply chain partner to feel respected, valued, and able to give their best.

Brenmar is committed to providing a working environment free from all forms of discrimination, harassment, victimisation and bullying.

Scope and Application

This policy applies to all aspects of employment and engagement with the company, including:

- Recruitment, selection, and vetting of employees and contractors.
- Terms and conditions of employment, pay and benefits.
- Training, development, and promotion opportunities.
- Grievance and disciplinary procedures.
- Dealing with clients, customers, suppliers and the public.
- All on-site and off-site work activities, including work-related social events.

Protected Characteristics

We will not unlawfully discriminate against any individual on the grounds of the protected characteristics as defined by the Equality Act 2010 (Amendment) Regulations 2023:

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

Responsibilities

Directors and Managers

- Ensure all employees, contractors and stakeholders are aware of this policy and their responsibilities under it.
- Lead by example, promoting an inclusive culture and challenging non-compliant behaviour.
- Ensure all recruitment, training, and promotion decisions are fair, objective, and based on merit.
- Take all complaints of discrimination or harassment seriously and investigate them promptly.

- Make reasonable adjustments for disabled employees and applicants.

Employees and Contractors

- Adhere to the principles of this policy at all times.
- Treat all colleagues, clients, suppliers, and the public with dignity and respect.
- Ensure all recruitment, training, and promotion decisions are fair, objective, and based on merit.
- Not engage in any form of unlawful discrimination, harassment, or bullying.
- Challenge inappropriate behaviour and report it to a manager or HR.
- Cooperate with any investigations into alleged breaches of this policy.

Implementation and Monitoring

Recruitment and Selection

- All job specifications and advertisements will be non-discriminatory
- Shortlisting and selection decisions will be based solely on objective criteria related to the job's requirements.
- We will use positive action where appropriate and legally permitted to address under-representation in certain roles

Training and Development

- EDI awareness training will be mandatory for all employees and managers upon induction and annual reviews.
- Training and promotion opportunities will be available to all employees on an equal basis, based on skill, performance, and development needs.

Workplace Environment (Site and Office)

- We will take reasonable steps to ensure our construction sites and offices are inclusive, including, but not limited to, providing appropriate facilities and PPE (Personal Protective Equipment) for all genders and needs.
- Flexible working requests will be considered fairly and objectively, accommodating family/caring responsibilities where operationally possible.

Reporting and Enforcement

- Any employee or contractor who feels they have been subjected to discrimination, harassment, victimisation, or bullying should raise their concern immediately via the company's Grievance Procedure.
- All complaints will be treated confidentially, investigated thoroughly, and dealt with in accordance with the company's Disciplinary Procedure.
- Unlawful discrimination, harassment, victimisation, or bullying will be treated as a serious disciplinary matter, which may result in a formal warning up to and including gross misconduct and dismissal without notice.

This policy will be reviewed and updated annually or following any significant changes in legislation or company structure.

Signed



Mark Harvey

Director

December 2025