



EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Errigal will ensure all of its staff are treated with dignity and respect in their working life and that all employees, individually or as a group, are not limited in their employment opportunities, placed at an unfair disadvantage or treated less favourably in the course of their employment as a consequence of their gender, family status, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, religion, political opinion, age, disability, and/or race (including colour, nationality, ethnic or national origin) and/or membership of the Travelling Community. .

Fairness, dignity and equality are fundamental to the ethos of Errigal. Maintaining these basic principles is important in creating a positive and healthy work environment and in maintaining strong relationships with customers and suppliers. Upholding this policy is everyone's responsibility and each person associated with the business at any level is expected to support these principles at all times.

- Errigal is an Equal Opportunity Employer. We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practices and procedures, we have made the decision to adopt this formal equal opportunities policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.
- The aim of the policy is to ensure no job applicant or employee is discriminated against either directly or indirectly on the grounds of gender, family status, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, religion, political opinion, age, disability, race (including colour, nationality, ethnic or national origin) and/or membership of the Travelling Community.
- We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.
- The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.
- The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- We will maintain a neutral working environment in which no worker feels under threat or intimidated.

If you have any questions concerning this policy or believe you have been subjected to (or witness to) any unfair treatment at any point, by any person, please raise the issue with Human Resources.

Errigal depends on your upholding, and the management enforcing this policy.