

EQUALITY POLICY

INTRODUCTION

This document sets out our policy on equality and equal opportunities, which we have introduced as a commitment to make full use of the talents and resource of all our employees and to provide a healthy environment which will encourage good and productive working operations within our organisation. This policy does not form part of any contract of employment, and we may amend it at any time.

We will ensure that all managers and supervisors with responsibility for equality and equal opportunities are provided with the appropriate equality and equal opportunities training where necessary, which may be updated as required. Other colleagues may also be required to attend equal opportunities training.

Attendance at training will be compulsory if you are notified that you should attend a course.

STATEMENT OF PRINCIPLE

An equality policy statement will be publicised widely within the organisation. A copy of this policy is available on the company website.

OUR STATEMENT OF PRINCIPLE ON EQUALITY AND EQUAL OPPORTUNITIES IS:

At LPL Construction Services (LPL), we firmly believe in the principles of equality and equal opportunities. We are committed to creating a work environment where every individual is treated with respect, fairness, and dignity, regardless of their race, colour, religion, gender, sexual orientation, national origin, age, disability, or any other characteristic protected by applicable laws.

We strive to provide equal opportunities for all employees, ensuring a level playing field where everyone can thrive based on their skills, abilities, and dedication to their work. It is our belief that diversity and inclusion are vital to our success as an organisation, and we actively encourage and embrace a wide range of perspectives, experiences, and backgrounds.

Discrimination, harassment, or any form of unfair treatment will not be tolerated at LPL. We are dedicated to promoting a culture that values and celebrates diversity, fostering an environment where everyone can reach their full potential. We encourage our employees to challenge bias, cultivate empathy and actively contribute to a diverse and inclusive workplace.

All employees have a responsibility to uphold these principles in their daily interactions and behaviours. The company will provide necessary resources and support to ensure compliance with these principles and any reports of discrimination or unfair treatment will be taken seriously and promptly investigated.

By championing equality and equal opportunities, we believe that we create an environment that fosters creativity, innovation, and success for not only our employees but also our clients, partners, and the communities we serve.

Employees are expected to work with us towards these aims. In certain circumstances, an employee can be personally liable for discrimination against a fellow employee or a job applicant.

EQUALITY PRINCIPLES

There should be no discrimination, whether direct or indirect, because of any of the protected characteristics set out in our statement of principle on equal opportunities above. The types of discrimination that are prohibited are explained below.

DISCRIMINATION MAY OCCUR IN THE FOLLOWING FORMS:

- \\ **Direct discrimination:** this is treating someone less favourably because of a protected characteristic. An example of this is paying someone less because of their sex or because they belong to a particular racial group. 'Because of' is very wide and includes less favourable treatment based on a perception of another person, for example that the person is gay, or is disabled, whether or not this perception is correct and even if the perpetrator knows that their perception is, in fact, wrong. It also includes less favourable treatment because someone is associated with another person who has a protected characteristic;
- \\ **Indirect discrimination:** this is treating people in the same way but in a way that adversely affects those with a protected characteristic. An example of this is telling all employees that they have to work late at night-although applied to everyone, it will adversely affect those employees with childcare responsibilities, and these tend to be women;
- \\ **Victimisation:** this is treating someone less favourably because they have asserted their right not to be discriminated against because of a protected characteristic. An example of this would be an employee claiming that they had been discriminated on the grounds of their disability and then their manager deciding when they left not to give them a reference because they had claimed disability discrimination; and
- \\ **Harassment:** this is unwanted conduct, related to a protected characteristic, which has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for someone or violating their dignity. Harassment may also be of a sexual nature or may occur because someone has harassed the victim and the victim either rejects or submits to it and, because of that rejection or submission, that person treats the victim less favourably. More information on what can constitute harassment is set out in the Company's harassment and bullying policy.

We will appoint, train, develop, reward, and promote on the basis of merit and ability.

All employees have personal responsibility for the practical application of our equality policy, which extends to the treatment of job applicants, employees (including former employees), customers and visitors.

The principles set out in this policy apply in the workplace and outside the workplace in a work-related context, such as on business trips, customer or supplier events or work-related social events[and at any time while a member of staff is wearing our branded clothing or driving in a company, liveried vehicle.

Special responsibility for the practical application of our equality policy falls upon managers, and supervisors involved in the recruitment, selection, appraisal, promotion and training of employees and the way their terms of employment are fixed.

Our Grievance Procedure is available to any employee who believes that they may have been unfairly discriminated against. The harassment complaints procedure set out in our harassment and bullying policy is also available to any employee who believes that they may have been harassed or bullied. Employees will not be victimised in any way for making such a complaint in good faith. Complaints of this nature will be dealt with seriously, in confidence and as soon as possible.

Disciplinary action will be taken against any employee who is found to have committed an act of unlawful discrimination. Serious breaches of this policy and serious incidents of harassment and bullying will be treated as gross misconduct. Unwarranted allegations that are not made in good faith may also be considered as a disciplinary matter.

In the case of any doubt or concern about the application of this policy in any particular instance or situation, please consult the HR department as soon as possible.

We will keep our policy, procedures and practices on equality and equal opportunities under review.