



Walsh Construction Ltd

Equality & Diversity Statement of Intent

Walsh Construction Ltd it has a responsibility to ensure that all potential employees and employed personal are protected by the Equality and Diversity regulations. Fairness and equality for many people is no longer as aspiration, but an expectation and with this in mind Walsh Construction will ensure that everyone is treated with respect and issues are dealt with fairly and as openly as possible.

Walsh Construction Ltd aim to; abide by legal obligations, protect employees, promote diversity amongst the workforce, respond to changing demographics and working patterns, ensure positive action against harassment, bullying and victimisation, regular monitoring and reviewing its policy annually.

Due regard is given to the provisions and compliance of:

- Equal Pay Act 1970
- Sex Discrimination Act 1975 (amended)
- Race Relations Act 1976 (amended)
- Disability Discrimination Act 1995
- Employment Right Act 1996
- Employment Act 2002
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (sexual Orientation) Regulations 2003
- Employment Equality Age Regulations 2006
- The Equality Act 2006
- The Equality Act (Sexual Orientation) Regulations 2007
- All other relevant legislation and Approved Codes of Practices.

Full details of equality and diversity matters and procedures are contained within the Company Equality & Diversity Policy and are available upon request. This policy is reviewed annually and all employees must abide by the contents.

Any employee disregarding the policy, by bullying or victimising another employee, will be subject of disciplinary procedures.

The implementation of the Equality and Diversity Policy is the direct responsibility of the Managing Director. All other employees of the Company have a duty to assist him in this undertaking.

Signature

Jon Bird, Managing Director