



EQUAL OPPORTUNITY & DIVERSITY POLICY

POLICY STATEMENT

East Thames Aggregates Limited (“The Company”) is committed in offering a working environment which provides an open-minded approach to ALL persons, free from unlawful discrimination, with the opportunity to progress within the organisation. Our aim is to nurture specific talents through training and support and cement that individual in the best role suited for their strengths. The Company also aims in providing a service that meets our customers and their client’s expectations aligned to their own Equal Opportunity Policy requirements. The belief in treating ALL stakeholders with respect and dignity is paramount in building close relationships.

2. OBJECTIVES OF THIS POLICY

2.1 To prevent ALL forms of unlawful discrimination as per the Equality Act 2010.

2.2 To ensure recruitment is available to ALL and nature individuals’ development and training so that they can conduct their roles effectively within a caring and supportive environment.

3. DENIFINATION OF DISCRIMINATION

Discrimination is unequal or differential treatment which leads to individuals being treated differently than others within their circle of acquaintances. These in inequalities can manifest in forms of, Racial Abuse, intolerance to, Gender Reassignment, Disability, Religious Beliefs, Ageism, Martial Status, Political Persuasion.

4. TYPES OF DISCRIMINATION

4.1 DIRECT DISCRIMINATION, This occurs when person(s) or a policy intentionally treats individual(s) differently to others on the grounds of, Race, Sex, Gender Reassignment, Disability, Religious Beliefs, Ageism, Martial Status, Political Persuasion.

4.2 INDIRECT DISCRIMINATION, This is the introduction of a policy or practice which the employer implements which treats a part of its employees differently to others within the organisation, which may pertain to Religious Holidays & Activities, Gender Requirements, Physical Strength or Appearance.

4.3 HARRASSMENT, This occurs when an individual is subjected to unwanted conduct that has the effect of violating their dignity through, intimidation, hostile acts, humiliation, offensive language, lewd acts, and bullying (physical and social media).

4.4 VICTIMISATION, This is when individual(s) are treated less favourably following their intent or during active proceedings or tribunal as the alleged victim(s) of an unlawful act and those persons(s) giving evidence of said proceedings.

5. UNLAWFUL REASONS FOR DISCRIMINATION

5.1 SEX, It is NOT permissible to treat a person less favourably on the grounds, Sex, Gender Reassignment or Transgender, Pregnancy or Maternity, Marital Status or Civil Partnerships. This applies to men, women and any individual who are undergoing or intending to undergo Gender Reassignment.

Example: Asking a woman during an interview whether she is planning to have any (or more) children, constitutes discrimination on the ground of gender.

5.2 AGE, It is NOT permissible to treat a person less favourably because of their age, which applies to ALL ages. This DOES NOT apply to the calculation of any redundancy calculations.

5.3 DISABILITY, It is NOT permissible to treat a disabled person any differently to a non-disabled person, however reasonable adjustments within the working environment must be made to enable ease of access to ALL services and expected to be trained and promoted as a non-disabled person.

5.4 RACE, It is NOT permissible to treat an individual any differently because of their, Race, colour of their skin, Nationality, or their Ethnic Origin.

5.5 SEXUAL ORIENTATION, It is NOT permissible to treat a person any differently because of their sexual orientation if they are, heterosexual, homosexual, lesbian, or bisexual.

5.6 RELIGION OR BELIEFS, It is NOT permissible to treat a person any differently because of their religious beliefs and persuasions or lack of any belief.

6. POSITIVE ACTION IN RECRUITMENT

Under the Equality Act 2010, a positive and varied approach to recruitment that encourages applications from diverse cultural backgrounds should apply to ALL positions within The Company. NO discriminative reasons are permissible in choosing any specific candidate other than their strengths which meet the full requirement of the role.

7. REASONABLE ADJUSTMENTS

The Company has a duty to make reasonable adjustments to facilitate the employment of a disabled person, which may include:

- 7.1 Ease of access around and to the premises.
- 7.2 Re-Allocating some or ALL a disabled employee's duties.
- 7.3 Transferring a disabled employee to role better suited to the disability.
- 7.4 Relocating a disabled employee to a better suited office.
- 7.5 Allowing a disabled person time off work for necessary medical treatment or rehabilitation.
- 7.6 Providing extra training or mentoring if required.
- 7.7 Supplying or Modifying equipment and training of its use.
- 7.8 Any other adjustments which are to be considered reasonable and necessary within The Company's financial means.
- 7.9 Open dialogue channels to an experienced Designated Company Officer.

8. RESPONSIBILITY FOR IMPLEMENTING THIS POLICY

ALL employees and agents of The Company must act in a considerate manner as NOT to subject employees, agents, or clients to direct or indirect discrimination, harassment, or victimisation on the grounds of, Race, Religion, Gender Reassignment, Marital Status, Age, Disability, Sexual Orientation or Political Beliefs. The Co-Operation of all employees is essential in the success of this Policy and Senior Officers will be expected to follow this Policy as "Role Model" for all employees and ensure agents and suppliers do the same. Employees may be held independently and individually liable for their discriminatory actions and in some cases The Company can impose an Employment Tribunal which could result in compensation costs to the person(s) who have suffered because of discriminatory acts being charged to them directly. The Company has a responsibility to ensure the aims of this Policy are adhered to and any relevant Legislation & Codes of Practice complied to.

9. ACTING ON DISCRIMINATORY BEHAVIOUR

In the event an employee, client or agent is subject or perpetrator of, or witness to, discriminatory behaviour, then it is of the utmost importance that the incident be documented and transcribed to their best recollection by ALL parties concerned and that the necessary disciplinary and grievance procedures are sort.

10. ADVISE & SUPPORT ON DISCRIMINATION

Employees may contact their employers line manager/senior officer who may refer this to the Managing Director.

Other Bodies and Help Lines are:

Equality & Human Rights Commission

Correspondence Unit, Fleetbank House 2-6 Salisbury Square London EC4Y 8JX

Website: <https://www.equalityhumanrights.com>

Citizens Advice Bureau

Citizens Advice, 3rd Floor North 200 Aldersgate London EC1A 4HD

Website: <https://www.citizensadvice.org.uk>

Civil Legal Advice (CLA)

Telephone: 0345 345 4 345 Minicom: 0345 609 6677 Monday to Friday, 9am to 8pm Saturday, 9am to 12:30pm

Website: <https://www.gov.uk/civil-legal-advice>

11. THE EXTENT OF THE POLICY

11.1 The Company seeks to apply this Policy in the recruitment, choice, training, appraisal, development, and promotion for all its employees and furthermore expect all agents, suppliers, and clients to follow the spirit to which this Policy is written.

11.2 This Policy does NOT form part of any employment contract, and its content shall not to be regarded by any person(s) as implied or extended to any contract made with The Company.

11.3 The Company reserves the right to amend and update this Policy at any time.

This Policy has been approved & authorised by: Mr. J A Rogers (Director) East Thames Aggregates Limited.

Signed:



Version 1.25- Valid until 7th January 2026, Dated: This Sixth Day of January 2025.



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