



Equal Opportunity Policy

It is the policy of **Total Piling Ltd** to comply with all relevant legislation regarding Equal opportunity and acknowledge a moral obligation to adhere to the policy.

The legislation includes:

- The Race Relations Act 1976 and the Race Relations Amendment Act 2000.
- The Equal Pay Act 1970 in conjunction with the Equality Act 2010, Part 5, Chapter 3.
- The Sex Discrimination Act 1975 and 1986.
- The Disability Discrimination Act 1995 and 2005.
- The Human Rights Act 1998.
- The Civil Partnership Act 2005.
- The Equality Act 2010.

We are committed to providing equal opportunities in employment and to avoiding unlawful discrimination.

No job applicant will be treated less favourably on the grounds of:

- Gender (Including, sex, Marriage, or Gender re assignment).
- Race (including ethnic origin, colour, nationality and national origin).
- Disability
- Sexual orientation.
- Religion or belief
- Pregnancy or maternity
- Age.

The company will aim to promote equal opportunities and eliminate discrimination and harassment through the following:

- Opposing all forms of unlawful and unfair discrimination
- Treating all, fairly and with respect.
- All vacancies will be advertised internally and externally
- Selection for employment, promotion, training and or any other benefit will be on the basis of aptitude and ability only. All selection/rejection decisions will be recorded.
- Everyone in the company has a legal and moral obligation not to discriminate and have a duty to report incidents of discrimination against any individuals to your manager.
- The Director has overall responsibility for the policy

The contents of this policy and all revisions which may be made will be brought to the notice of all employees.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed:

Date: 06.01.26

Paul Pendleton – Managing Director