

CONSTROMART - EQUAL OPPORTUNITY, DIVERSITY & INCLUSION POLICY

Constromart is a firm of engineers, construction advisors and project managers. Our consultancy services include feasibility studies, design review, detailed engineering design and project management.

Our primary commitment to our clients is to meet the objectives and requirements of the customer specifications.

Constromart recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, part-time and fixed term contract status, age, sexual orientation or religion.

Policy Commitments

We are committed to:

- Treating employees and customers with respect and dignity, equally and with fairness.
- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment, positive attitude and good relations between people.
- Encourage participation by all
- Take steps to account for inclusion for all abilities
- Provide and maintain adequate arrangements to enable employees to raise issues
- Support equal opportunities in employment and recruitment
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Ensure the Companies actions are justified
-

This policy is reviewed on a periodical basis for continuing suitability and effectiveness.

Mr E Melomey MPA MSc BSc P.E. MGHIE M.ASCE (Executive Director)

Constromart Investments Limited

Contact: 0244431064

Signed:

A handwritten signature in dark ink, appearing to be 'E. Melomey', written over a series of vertical lines that form part of a signature strip or template.