

EQUAL OPPORTUNITIES & ANTI-SLAVERY POLICY

Conemasters Ltd views on equal opportunities.

The company believes that the pursuit of equal opportunities is fundamental to the company's future. This is central to the achievement of a productive working environment. Pursuit of equal opportunity means that all forms of unfair discrimination will be challenged in whatever way they arise, both within the company and in our contacts with other contractors and members of the general public. The company is committed to the view that unfair discrimination can arise across the whole spectrum of its activities. Equality of opportunity can be threatened by the use of language, gesture and other forms of symbolic behavior. The company wishes to produce an environment free from harassment and unfair discrimination for the benefit of all.

Equal Opportunities Policy Statement

- The company will pursue not only the letter of the law but also the spirit of the law in relation to disability, race, color, ethnic/national origin, sexuality, gender, marital status, age or religion.
- All employees of the company are responsible for ensuring that their actions are carried out in the spirit of the policy and, under the provisions of the law, may be personally accountable should any complaint arise.
- All line managers are responsible for ensuring the integrity of decisions within their remit in relation to equal opportunities
- All those involved in training and personnel development will be responsible for ensuring that equal opportunity issues are addressed in relation to those processes.
- All company printed matter will reflect this policy.
- The company will plan, manage and promote equal opportunities throughout all its activities.
- This policy shall be enforced by the company in relation to **all** persons with whom we come into contact.

Grievances under this policy should in the first instance be made to Colin Stansbury Contracts Director.

Anti-Slavery Policy

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or in any part of our business and require that our supply chain partners adhere to the requirements of the Modern Slavery Act 2015. We undertake all necessary and practicable steps, to ensure that our standards are being implemented throughout our supply chain.

Expires January 2021.

Signature:

