



## EQUAL OPPORTUNITIES POLICY

Bluejay Construction Limited is committed to being an equal opportunities employer. We recognise and embrace the benefits that derive from a diverse workforce.

It is unlawful to discriminate against individuals either directly or indirectly on the grounds of race, nationality, colour, ethnicity, sex, marital or civil partner status, gender reassignment, sexual orientation, age, or religion or belief. It is unlawful to directly discriminate against individuals on the grounds of disability. It is also unlawful to treat a disabled person less favourably for a reason that relates to their disability unless the less favourable treatment can be justified. The law also requires employers to make reasonable adjustments to accommodate the needs of a disabled person. The Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Act 1975; Employment Equality (Religion or Belief) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003, Civil Partnership Act 2004 and the Employment Equality (Age) Regulations 2006 are the relevant Acts (some of which have been amended by subsequent legislation).

Codes of Practice relating to race, sex and disability discrimination have been produced by the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission and have been used as the basis for this policy.

The following are the kinds of discrimination that are against the Company's policy:

- Direct discrimination occurs when a person is treated less favourably than another is treated, or would be treated, on grounds of: - race, nationality, ethnicity, colour, sex, marital or civil partner status, gender reassignment, sexual orientation, age (unless it is justified), disability or

religion or belief. Direct discrimination can also occur when a person is treated less favourably than another is treated, or would be treated on grounds of, or the perception of: - sexual orientation or age (unless it is justified).

- Indirect discrimination occurs when a provision, criterion, practice, requirement or condition is applied across all groups, but which would put members of a particular group at a disadvantage, or has a disproportionately adverse effect on one particular group by reason of: - race, nationality, ethnicity, colour, sex, marital or civil partner status, gender reassignment, sexual orientation, age (unless it is justified) or religion or belief.
- Harassment occurs when there is unwanted conduct relating to or on the grounds of: - race, nationality, ethnicity, colour, sex, marital or civil partner status, gender reassignment, sexual orientation, age, religion or belief or disability, which has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person, or is considered or perceived by that person to have the effect of violating a person's dignity on the aforementioned grounds or of creating an intimidating, hostile, degrading, humiliating or offensive environment for an individual, even if this effect was not intended by the person responsible for the conduct. Harassment may involve physical acts or verbal and non-verbal communications and gestures.
- Victimisation occurs where someone is treated less favourably than others because he or she has alleged unlawful discrimination or supported an individual to make a complaint, or give evidence in relation to a complaint.
- It is also unlawful to treat a woman less favourably than others because she is pregnant or exercising her right to maternity leave, or to treat an employee less favourably because he or she is exercising the right to take paternity leave. The law treats less favourable treatment on account of pregnancy as being the same as less favourable treatment on grounds of sex.

**Recruitment and promotion processes** During its recruitment and promotion processes we take steps to ensure that applications are attracted from a diverse range of people, regardless of race; nationality, colour, ethnicity, sex, marital or civil partner status, gender reassignment, sexual orientation, religion or belief, age or disability.

All advertising literature will reflect Bluejay's commitment to equal opportunities within recruitment and employment. Where employment agencies or third parties are used to recruit employees, they shall be informed that Bluejay is an equal opportunities employer and shall be asked to abide by the company's policies on equal opportunities. They will also be provided with a copy of this policy.

**Dealings with third parties** Where Bluejay instructs or utilises the services of agencies, contractors or sub contractors, they shall where appropriate, be informed that the Company is an equal opportunities employer and shall be asked to abide by the company's policies on diversity and equal opportunities. They will also be provided with a copy of this policy on request.

Bluejay Construction Limited is also committed to protecting its employees and partners from discrimination by third parties. Any employee or partner who has concerns about the conduct of clients or other persons outside the company towards him or her in the course of employment should speak to the Contracts Manager.