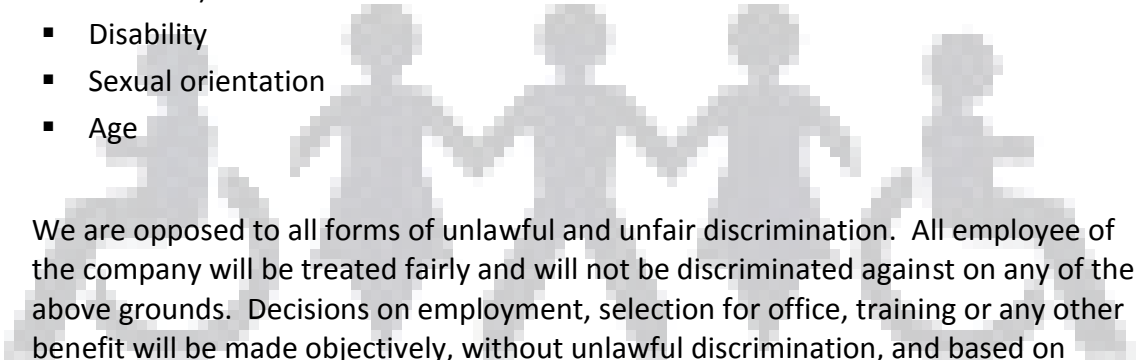


EQUAL OPPORTUNITY POLICY

The aim of this policy is to communicate the commitment of the Directors and Management to the promotion of equality of opportunity in **ABC Building & Maintenance Contractors Limited**

It is our policy to provide equality of employment to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Dependents - having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- Disability
- Sexual orientation
- Age



We are opposed to all forms of unlawful and unfair discrimination. All employees of the company will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the company. Our equal opportunities policy will help employees to develop their full potential and the talents and resources of the employees will be utilised fully to maximise the effectiveness of the organisation.

ABC Building & Maintenance Contractors Limited recognises that there is a statutory duty under the Disabled Persons (Employment) Acts 1944 and 1958 and the Sex Discrimination Act 1975, the Race Relations Act 1976, and all other legislation, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the company alike.

ABC Building & Maintenance Contractors Limited is committed to the principles and practice of Equality. **ABC Building & Maintenance Contractors Limited** values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

This policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or organisational changes.

Signed: (Electronically)

Alan Burke

Managing Director

Date: 25th March 2015

