

Equality Policy Statement

McDermotts is committed to the principle of equal opportunity in employment, in full compliance with the Equality Act 2010. Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or Employee receiving less favourable treatment on any discriminatory grounds. Our objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

McDermotts does not and will not tolerate any behaviour that is discriminatory, harassing or bullying and contrary to our Equality Statement. A breach of this policy may be treated as a matter of gross misconduct and an employee found to be acting in this way will face disciplinary action which may result in dismissal.

Management have the primary responsibility for:

- Not discriminating in the course of employment against employees or job applicants
- Not inducing or attempting to induce others to practise unlawful discrimination
- Bringing to the attention of employees that they will be subject to disciplinary action for discrimination of any kind
- The effectiveness of this policy will be regularly monitored to ensure that it is updated in line with legislation

Employees have the responsibility to ensure that they assist the Company in successfully achieving these objectives and can contribute by:

- Not discriminating in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties
- Not inducing or attempting to induce others to practise unlawful discrimination
- Reporting evidence of any discriminatory action to a member of the senior management team in order that the issue can be investigated and resolved
- Notifying management of any disability they believe they have so that reasonable adjustments may be considered

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through a link on the home page of our website.



Malcolm McDermott
Managing Director

Date: January 2018