EQUAL OPPORTUNITIES STATEMENT

Coldwell Construction Ltd wishes it to be known that it is an equal opportunities company. This means that:

• In the provision of the company’s services and employment of staff to provide these services, the company will seek to ensure equality of opportunity and treatment for all persons.

• No person or group of persons applying for the company’s services, or for a job, or for contracts within the company will be treated less favourably than any other person or group of persons solely because of their race, colour, ethnic or national origin or because of their religion, sex physical disability, appearance or marital status.

• No person will be discriminated against because of a medical condition, provided that the condition does not normally prevent them from carrying out the tasks required for their position.

• As an employer, the company will seek to employ staff from minority groups. Where necessary, it will provide them with special training facilities to enable them to compete or qualify for positions within the company.

• To help it fulfil its commitment to equal opportunity, the company will collect and monitor records of ethnic/racial origin of all those seeking employment from the company.

• In hiring sub-contractors and other agencies to work for it, the company will be mindful of its commitment to equality of opportunity.

• In the composition and operation of its management the company will be mindful of its commitment to equality.

• Harassment – the victims of racial or other harassment will be given every support. Where it can be established that the perpetrator of the harassment is an employee of the company, action will be taken which ultimately could lead to their dismissal. Where the person causing the harassment is an employee of another company, that company will be advised of the position and requested to take appropriate action.
• Harassment – In the form of racial or sexual abuse made by any sub-contractor, his employees, or his sub-contractors employed on the company’s business, may ultimately result in their removal from the company’s approved list.

G.S. Coldwell
G.S. Coldwell Director

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