

Equality, Diversity and Inclusivity

AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) is fully committed to encouraging equality, diversity and inclusivity, advancing equality of opportunity and preventing all forms of discrimination.

The overall purpose of this Policy is to ensure equality, inclusivity and fairness for all and to prevent discrimination on the grounds of age, caring responsibilities, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, gender or sexual orientation, part-time working, membership or non-membership of a trade union or any other factor irrelevant to a person's employment.

AmcoGiffen respects and values cultural differences and aims to create an environment that promotes dignity, equality, diversity and inclusivity which encourages individuals to develop and maximise their potential.

All employees will be treated fairly and with respect. Selection for employment, promotion, training and development will be on the basis of skills, ability and merit alone.

The Company will not tolerate any form of unlawful or unfair discrimination, victimisation, bullying or harassment and will take appropriate action against any individual, or group of individuals, who commit or assist others to commit, such an act.

Through the consistent and rigorous application of the Equality, Diversity and Inclusivity Policy, the Company will:

- Create an environment in which diversity, individual differences and the contributions of all Employees are recognised and valued;
- Create a working environment that promotes dignity and respect for all. No form of victimisation, bullying or harassment will be tolerated;
- Ensure training, development and progression opportunities are available to all;
- Treat breaches of the Policy seriously and take disciplinary action when required;
- Provide information and training to all employees so that they are fully aware of the issues relating to Equality, Diversity and Inclusivity and their responsibilities relating to it.

AmcoGiffen will utilise the Equality, Diversity and Inclusivity Policy as a means of communicating its commitment to provide equal opportunities to all present and future employees.

The Board of Directors fully supports the Equality, Diversity and Inclusivity Policy which will be continuously monitored for consistent application and will, along with any supporting procedures, be reviewed at least annually to ensure its continued suitability.



John Booth

Managing Director