

EQUAL OPPORTUNITIES POLICY

Business Scope

Provision of Civil, Electrical and Mechanical Services to the Commercial, Industrial and Public Sectors, within the UK. These services are coordinated through a head office complex and delivered in the field via skilled and trained operators. The laying of Asphalt Mixes by hand and machine in accordance with National Highways Sector Scheme 16.

General Statement of Intent

Northavon Group Limited is committed to the principle of equal opportunity in all aspects of employment and opposes all forms of unlawful or unfair discrimination on any grounds including, but not limited to race, colour, nationality, ethnic or national origin, religion, sex, age, marital status or disability. This Policy is fully compliant with the duties of the Equalities Act 2010

Northavon Group Limited firmly believes that it is in the best interests of the company, all who work for it, customers and society in general, to ensure that the human resources, talents, skills and diversity available throughout the community are objectively considered when employment opportunities arise.

To this end and within the framework of the law, the company is committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community in which it operates.

Northavon Group Limited will take every reasonable step to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

All employees are aware of this policy and understand their rights and responsibilities arising there from. Additionally, a Code of Conduct is issued to all Northavon Group Employees and sub-contracting partners which clearly defines what constitutes acceptable and unacceptable conduct. All employees and subcontractors are required to sign this Code of Conduct and to adhere to it when acting in any capacity for the company.

All Managers and those employees in key decision making roles are aware of their responsibilities arising from this policy and the need to protect against the harmful effects of discrimination.

This policy is reviewed and revised at regular intervals, not less than annually, to ensure that it is relevant, up to date and fit for purpose.

Signed:



Mike Clancy

Group Managing Director

9 January 2023