



# Equal Opportunity Policy Statement

**PDR Construction Ltd is an equal opportunity employer.**

The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the ground of sex, colour, race, nationality or national or ethnic origins, or is disadvantaged by conditions, physical disabilities or requirements which are not essential for carrying out the job.

To ensure that such direct or indirect discrimination is not occurring, recruitment and other employment decisions will be regularly monitored in conjunction with the records of job applicants and existing employees. Selection criteria and procedures will also be regularly reviewed in the light of employee records to ensure that individuals are selected, promoted and in all other ways treated on the basis of their relevant merits and abilities.

**All employees will be given equal opportunity and encouraged to progress within the organisation.**

Attention will be given to possible remedies for under-representation of any groups at particular levels within the company. It is the duty of all employees to accept their personal responsibility in the implementation of the Policy. At the same time, the company acknowledges that specific responsibilities fall upon management, supervision and individuals professionally involved in recruitment and employee administration.

An employee who believes that he or she has been unfairly treated in any sense associated with this policy is entitled to raise the matter through the appropriate grievance procedure.

We recognise Trade Unions for operatives and staff.