

HEADCROWN GROUP PLC  
**EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

All companies within the Headcrown Group are Equal Opportunity Employers and are opposed to all forms of unlawful or unfair discrimination on the grounds of gender, marital status, race, religion, nationality, ethnic origin, social class, sexual orientation, age, disability or political beliefs.

As part of our business strategy, the Headcrown Group aspires to the highest standards of ethical employment. It is our policy to engage, promote and train people on the basis of their capabilities, qualifications and experience, without discrimination, and all people will have an equal opportunity to progress within the Group.

To achieve this:

- We seek to identify and recruit the best resources available to our business, drawing on all areas of the workforce, regardless of gender, ethnicity, disability, age, religion or sexual orientation;
- We encourage participation from under-represented minorities in our business;
- We monitor decisions on recruitment, selection, training and promotion to ensure that they are based solely on objective and job related criteria;
- We provide training to ensure all employees understand the nature of discrimination and are fully aware of their responsibilities in implementing our Equal Opportunities and Diversity policy;
- We provide information and advice on the implications of the relevant legislation and on assistance available to help in the employment of people with disabilities. Where appropriate this will involve modifying procedures or equipment in order to accommodate the disabled person's disabilities;
- We will ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly;
- We periodically review all Group policies to ensure they are free from bias;
- We communicate this policy to the attention of all our employees; and
- Ensure that our supply chain is committed to our equality and diversity policy by ensuring they sign up to our policy and demonstrate adherence.

We aim to achieve and exceed both our clients' expectations and specific requirements relating to employment diversity and we have a stated goal to be recognised as the leading exponent of diversity in the construction and development sector in the UK; and

Employment procedures and practices are undertaken strictly in accordance with all relevant legislation. Our aim is to ensure we recruit and retain the very best people from the widest possible pool, to value all people as individuals and respect the differences between them.

We expect all employees, whether full-time, part-time or temporary, to use their best endeavours to pursue this policy not only when dealing with the Public, our own members and colleagues, but also when they are managing and recruiting employees.

CARL BRIAN  
CHAIRMAN, HEADCROWN GROUP PLC  
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