

## **Diversity and Equality Policy Statement 2025/26**

### **Rev A**

The Company is committed to taking all reasonable steps to prevent discrimination, harassment, and victimisation in the workplace, in line with the Equality Act 2010 and to put in place an action plan to demonstrate adherence to this statement. Our aim is that each employee feels respected and is valued based upon their skills, performance and commitment. It is the continuing policy of the Company to provide equal opportunity employment to all employees without regard to the actual or perceived protected characteristics (as defined by the Equality Act 2010)

We oppose all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organization.

Alpha Construction Ltd is committed to treating all employees fairly and as such no employee will be treated less favorably due to their association with someone who has a protected characteristic

The Managing Director will with the assistance and co-operation of senior management and employees, take steps to ensure compliance with this policy. This will include regular reviews of equality issues, monitoring activities and complaints. All employees of the company will also receive adequate training on the correct operation of this policy. To ensure effective operation of this policy and for no other purpose, Alpha Construction Limited will keep a record of employee and job applicant sex, race and ethnic origin and disability information. From time to time, it may seek the co-operation of employees in updating these records. Where necessary, employees will be able to check/correct their own record of these details. Otherwise, access to this information will be strictly restricted.

Reporting Concerns. If you believe you have experienced or witnessed discrimination, bullying, harassment or victimisation, you are encouraged to raise this promptly with your line manager. You may also choose to raise the matter formally under the Company's Grievance Procedure which can be found in the Employee Handbook or requested from your manager

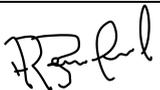
This policy will be implemented within the framework of the relevant legislation, which includes:

- Equality Act 2010
- Equality Act 2006 (part)
- Disability Discrimination Act 2005
- The Protection from Harassment Act 1997

The Company and its employees will follow the latest issue of the **Diversity and Equality Protocol** which sets out how this policy is implemented.

This policy statement and the associated Protocol will be formally reviewed by the Managing Director on an annual basis but may be updated at other times, as required.

**This statement will be made available to all interested parties, including the public.**

<b>Tony Bamford</b> Managing Director		<b>October 2025</b>
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