



E&B Group Ltd Equal Opportunities Policy Statement

E&B Group Ltd (the Company) accepts that it has a responsibility to ensure, so far as it reasonably practicable, that every staff member enjoys equality of opportunity, regardless of race, religion or sex.

As an 'Equal Opportunity Employer' the Group observes the various Codes of Practice as they may be amended from time to time, for the elimination of racial and sexual discrimination, and the promotion of equality of opportunity in employment.

In addition to its management responsibilities the Group pays particular attention to:-

- the selection criteria necessary in the recruitment, promotion, transfer, training and dismissal of staff.
- the individual circumstances of those from differing ethnic backgrounds, always having regard to the rules and safe working practices of the Group and Clients we are representing.
- combating any discrimination taking place within the Group / working environment, and promoting harmonious working relationships.

Every member of staff has a legal duty not to discriminate against fellow members of staff and has a responsibility to draw to the attention of the Group any cases where discrimination is being practised, including from within the supply chain of the client and professional team, suppliers, specialists and sub-contractors alike.

As part of the vetting process, all trade and sub-contract specialists are to evidence their own implemented equal opportunities policy.

This policy statement is reviewed on an annual basis to ensure continued relevance and to assess that its aims and objectives are being met.

Signed :

CLIVE P. MARCHANT
OPERATIONS DIRECTOR

Date: **30th April 2017.**