

VALE GROUNDWORKS & CONSTRUCTION LTD

Equality, Diversity & Inclusion Policy
October 2026 | Review: October 2027

1. Our commitment

Vale Groundworks & Construction Ltd is committed to providing an inclusive, respectful and fair environment for employees, applicants, subcontractors, customers and visitors. We value diversity and will not tolerate unlawful discrimination, harassment, bullying or victimisation.

2. Equal opportunities

Employment and business decisions will be based on relevant skills, qualifications, experience, safety requirements and objective business needs. We will not discriminate unlawfully because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We will comply with applicable equality legislation, including the Equality Act 2010.

3. Women in construction

As a female-led groundworks business, we recognise that women are underrepresented in construction. We aim to challenge stereotypes and encourage applications from women and other underrepresented groups while selecting candidates fairly on merit and suitability.

4. Recruitment and employment

Job opportunities will be advertised and assessed fairly. We will use clear, job-related selection criteria and seek to provide equal access to training, development and progression. We will consider reasonable adjustments for disabled applicants and employees, including during recruitment and in the workplace.

5. Respectful working environment

Everyone working with or for the company is expected to treat others with dignity and respect. Offensive language, discriminatory conduct, bullying, sexual harassment and retaliation against anyone raising a concern are unacceptable. Concerns will be taken seriously, handled sensitively and addressed promptly and fairly.

6. Customers and accessibility

We aim to communicate clearly and respectfully with all customers. Where reasonable and practical, we will adapt communication methods to accommodate individual needs. We support the use of Welsh and English in our customer communications in line with our Welsh Language Policy.

7. Responsibilities and reporting

Management is responsible for implementing and reviewing this policy. Employees and subcontractors are expected to follow it and report concerns. Anyone wishing to raise an issue can contact company management directly. Complaints will be considered confidentially as far as reasonably possible, without victimisation.

8. Monitoring and review

We will review this policy annually and when legislation or business circumstances change. As our business expands, including planned recruitment of one full-time and one part-time employee, we will continue to promote fair access to opportunities and a safe, welcoming workplace.

Approved by: Company Management

Business: Vale Groundworks & Construction Ltd, Ruthin, Denbighshire

Effective date: October 2026 **Next review:** October 2027