

## **Equal Opportunity Policy**

O'Hagan Civils Limited values the unique experiences of all individuals and groups. We respect people's right to hold their own values and beliefs and to be free from prejudice, abuse and unfair discrimination. We recognise the right of all people to be included in our employment recruitment and service delivery activities.

O'Hagan Civils Limited is committed to complying at all times with its statutory obligations under the Equality Act 2010 and other various equal opportunity legislations including the Race Relations Act 1976, the Disability Discrimination Act 1995, etc. Hence, we encourage and enforce equal opportunities in all our business and employment activities, including recruitment, selection, training, promotion, provision of facilities, operational procedures, discipline and dismissal of our employees.

In pursuance of this policy, the Operations Director will ensure that Managers, Supervisors, Staff and Employees deal with people internally and externally without prejudice to their race, sex, gender, sexual orientation, disability, colour or religion at all times. O'Hagan Civils Limited will ensure that all people who have contact with the company's staff/employees are dealt with and treated with due respect and attention expected from an equal opportunity company.

O'Hagan Civils Limited will not tolerate any form of discrimination, victimisation, harassment, prejudice, disability, racism or sexism in any form or act, neither will any form of favouritism or exploitation on the grounds of disability, racism or sexism be permitted or tolerated from any person(s) engaged in the company activity.

Any Manager, Supervisor, Staff or employee found to be in breach of the statements within this policy in the performance of his/her duty, will be subject to immediate disciplinary action with the possibility of instant dismissal.

I am, as the Operations Director, responsible for ensuring that this policy is communicated, understood and implemented at all levels of the Company. To achieve this, I will ensure that the policy is communicated to employees as part of their initial induction on joining the Company. In addition, copies of this statement will be displayed in relevant areas of the company. I will set up a system to monitor its effective implementation.

I will review this policy statement at least annually, in order to ensure that it is still applicable, current, suitable and relevant to the company's business activities..

**Signed**



**Francis O'Hagan**

**Date: December 2025**