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3.0 Equal Opportunities Policy Statement

Cairn Cross Civil Engineering is an equal opportunities employer. Our future success in a highly competitive world depends on our employees and the development of their skills and abilities.

It is our aim that there shall be equal opportunities in our organisation. There will be no discrimination on grounds of sex, being married, colour, race or disability which is not permitted by law, or on any other grounds, including age, except where this is necessary to ensure that the work is carried out in a safe manner.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All employees have a responsibility to apply this principle in practice.

Signed.....

Date: 30th June 2010

Andrew Bald – Managing Director

