

30.4 Equality and Diversity Policy Statement

Cairn Cross Civil Engineering is committed to providing equality and fairness for all in our employment and not to discriminate on grounds of any protected characteristic under the Equality Act 2010. The nine protected characteristics are:

- ▶ Age
- ▶ Disability
- ▶ Gender reassignment
- ▶ Marriage and civil partnership
- ▶ Pregnancy and maternity
- ▶ Race
- ▶ Religion or belief
- ▶ Sex
- ▶ Sexual orientation

The purpose of this policy is to:

- ▶ Promote equality and fairness in all aspects of employment.
- ▶ Eliminate discrimination on any protected characteristic.
- ▶ Create a working environment where everyone feels respected and valued.
- ▶ Encourage diversity and inclusion in the workforce.

The objective of the policy is to:

- ▶ Ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues, and partners.

Scope of the Policy

- ▶ This policy applies to all employees of Cairn Cross Civil Engineering regardless of their employment status (e.g., part-time, full-time, or temporary).
- ▶ This policy applies to recruitment, training, promotion, dismissal, transfer and all other benefits, terms, and conditions of employment.

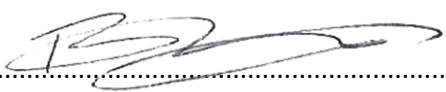
Cairn Cross Group's commitment includes:

- ▶ The creation of an environment in which individual differences and the contributions of all our staff are recognized and valued.
- ▶ Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- ▶ Training, development, and progression opportunities are available to all staff.
- ▶ Equality in the workplace is good management practice and makes sound business sense.
- ▶ We will review all our employment practices and procedures to ensure fairness.
- ▶ Supporting employees in balancing work and home life commitments (flexible working, reasonable adjustments, etc.) and have requests considered objectively.
- ▶ Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, disability, sexual orientation, religion, or age. We oppose all forms of unlawful and unfair discrimination.

This policy is fully supported by senior management and will be monitored and reviewed on an annual basis.

Signed

.....Date 8th May 2026

Phil Williamson
Managing Director