HORIZON
CONSTRUCTION

# Equal Opportunities Policy

Horizon Construction Group and its Subsidiary Companies are committed to providing equal opportunities in employment and creating a working environment in which all individuals are treated fairly, with dignity and respect. We do not tolerate discrimination, harassment or victimisation of any kind and are dedicated to ensuring that all employees and applicants receive fair and equal treatment.

This policy applies to all employees, contractors, agency workers, applicants and anyone associated with our organisation. It covers all aspects of employment, including recruitment, pay and conditions, training, promotion, performance management, disciplinary procedures, and how we treat clients, visitors and business contacts.

We recruit, promote and make all employment decisions based on merit and objective, non-discriminatory criteria. We aim to ensure that our processes are fair, inclusive and accessible to all, and that no individual is disadvantaged because of a protected characteristic.

We recognise the legal protections relating to the following protected characteristics: age, disability, race, religion or belief, sex, gender reassignment, pregnancy and maternity, sexual orientation, and marital or civil partnership status.

All employees have a responsibility to support this policy and uphold its principles. Managers are expected to lead by example and ensure that appropriate standards of behaviour are maintained within their teams.

Any breaches of this policy will be taken seriously and may result in disciplinary action, including dismissal. We will investigate all complaints promptly and will not tolerate victimisation of anyone who raises a concern in good faith.

Signed



Mitchell Fletcher
Construction Director
Date: 05/01/2026