Equality, Diversity and Inclusion Policy

Horizon Construction Group and its Subsidiary Companies are committed to promoting equality, diversity and inclusion across all areas of our organisation. We aim to create a working environment where everyone is treated fairly, with dignity and respect, and where individual differences are recognised, valued and embraced.

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

We do not tolerate discrimination, harassment or victimisation of any kind. We are committed to providing equal opportunities and ensuring that decisions are based on merit and business needs. We will also take steps to protect individuals who raise concerns or support others in making complaints.

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

All staff are responsible for supporting this policy and maintaining an inclusive workplace. Managers are expected to lead by example and ensure appropriate standards of behaviour within their teams.

We are committed to fair recruitment, training and development practices, providing equal access to opportunities and supporting individuals to reach their full potential.

Any breaches of this policy will be taken seriously and may result in disciplinary action. We will investigate all concerns promptly and handle them in line with our grievance procedures.

Signed



Mitchell Fletcher

Construction Director

Date: 05/01/2026