

EQUAL OPPORTUNITIES POLICY STATEMENT

JP Flynn Construction Ltd are committed to providing equal opportunities to all employees:

The aim of our policy of providing equal opportunities is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, marital status, race, disability, colour, nationality, ethnic or national origins.

All employees will be given an equal opportunity to progress within the organisation and, where appropriate, suitable training to assist in this progression.

Should an individual have a grievance associated with equal opportunities, then it is to be processed through the Grievance Procedure as set out in the Contract of Employment.

In the event of an individual being found in breach of the Company’s Equal Opportunities Policy then the Company’s Disciplinary Measures and Procedures will be applied.

John Flynn, Director, is responsible for the overall implementation of this policy statement and is the person to whom any queries should be addressed.

Signed

Date 03rd January 2024



John Flynn, Director

Document Record		
Rev	Changes	Date
1	Original	2 nd January 2020
2	Annual Review	2 nd January 2021
3	Annual Review	3 rd January 2022
4	Annual Review	2 nd January 2023
5	Annual Review	2 nd January 2024