

Equality Strategy

Capstone Construction are committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance, and the elimination of all forms of discrimination in the workplace. One of the key objectives of the policy is so that we can provide a working environment in which people feel comfortable and confident that they will be treated with respect and dignity.

Statement of Intent

Further to the above strategy and the need to ensure compliance with all relevant legislation, within Capstone Construction, the following also applies:

- It is the Company's stated policy to treat all workers and job applicants equally and fairly irrespective of their sex, marital status, civil partnership status, trans-gender status, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion, age, or disability. The Company is also committed to ensuring that no policy, procedure, provision, rule, requirement, condition, or criterion will be imposed on any worker or job applicant without justification if it would be likely to put that person at a disadvantage on any of the above grounds.
- Our equal opportunities policy applies to all stages of the recruitment and selection process, as well as throughout an individuals' employment.
- All employees who have responsibility for recruitment, selection, and promotion, or who supervise other workers, will receive equal opportunities training. Other staff will have the opportunity to attend awareness training in equality and the avoidance of discrimination.
- Overall responsibility for this policy lies with the human resources and training heads of department within the organisation.

To seek continual improvement, and assist in the implementation of this Policy, we will utilise external support as appropriate and seek advice on equal opportunity / human resource related matters from our appointed competent personnel.



Rhona Donnelly (Managing Director)