



Equality Policy

REV 1 July 2022

The Company is committed to equal opportunities for all and believes the promotion of equality and the accommodation of diversity contributes significantly to the effectiveness of the Company.

The Company will work to ensure that no job applicant or employee is discriminated against, directly or indirectly, on the basis of age, disability, family status, gender, marital status, membership of the Traveller Community, race, religion or sexual orientation. This applies to all conditions of employment including recruitment, selection, placement, promotion, career development, training, pay, compensation, benefits and leave entitlements. All decisions about employment, promotion and selection for internal programmes, and all Company processes and programmes will be administered in a manner that prevents discrimination.

Rationale All individuals are selected and treated on the basis of their abilities and merits only, according to the requirements of the job. All employees will have equal opportunity to show ability and to progress within the Company.

The Company aims to proactively create an environment that respects and embraces diversity. We in the Company define diversity to include all of the unique differences that each of our employees brings to our Company. The Company is committed to the accommodation and management of diversity and the promotion of equality in partnership with our employees.

Definition Discrimination is defined in the Employment Equality Acts, 1998 to 2015 as being less being favourable treatment and will not be tolerated in the Company A person is discriminated against if s/he is treated less favourably than another person is, has been or would be treated in a comparable situation, on any of the following nine grounds:

- Gender – such as a man, a woman or a transsexual person (specific protection is provided for expectant mother or in relation to maternity);
- Civil Status - such as single, married, civil partnership, separated, divorced or widowed;
- Family Status - such as a parent of a person under 18 years or the resident primary carer or a parent of a person with a disability;
- Sexual Orientation - such as gay, lesbian, bisexual or heterosexual;
- Religion - such as any different religious belief, background, outlook or none;
- Age - applies to all ages above the maximum age at which a person is statutorily obliged to attend school;
- Disability - broadly defined as including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions;
- Race – such as a particular race, skin colour, nationality or ethnic origin.



➤ Traveller Community - people who are commonly called Travellers and who are identified both by Travellers and others, as people with a shared history, culture and traditions, including historically a nomadic way of life on the island of Ireland.

Indirect & Associated Discrimination

Indirect discrimination happens where there is less favourable treatment in effect or by impact. It can occur where a provision, practice or requirement impacts negatively on a particular group or is harder for a group to satisfy.

Discrimination by association where a person associated with another person (belonging to a specified ground) is treated less favourably because of that association, is also prohibited and will not be tolerated.

Company Publications This policy will be reflected in all relevant publications, the Company will demonstrate its commitment to equal opportunities by using nondiscriminatory/non-sexist language in all documents, e.g. terms such as, 'person' and 's/he' may be used in both internal and external documentation, by portraying both sexes in a non-sexist way in pictures and by ensuring that diversity is reflected in pictures used.

The Company is also committed to avoiding displaying, intentionally or unintentionally, advertising or wording that suggests implicitly or explicitly that jobs are not open to candidates from any of the above nine grounds. We are committed to keeping our public relations and communications concepts under regular review to ensure that they are aligned with our employment equality policy so as to ensure their capability to attract employees from the nine grounds.

Disabilities The Company will take appropriate measures to enable a person who has a disability to have access to employment, to participate or advance in employment and to undertake training unless the measures would impose a disproportionate burden. Appropriate measures are effective and practical measures to adapt the workplace including the adaptation of premises and equipment, patterns of working time, distribution of tasks or the provision of training or integration resources.

Equal Pay

The Company is committed to ensuring that the principle and practice of equal pay will be respected and kept under review. Employee compensation and benefits will be designed and

administered in such a way as to avoid discrimination in any of the above nine above grounds.

Complaints

Complaints relating to equality issues should be made via the Company's Dignity-at-Work, Grievance or Mediation policies.

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