

EQUAL OPPORTUNITIES POLICY

As an employer, manufacturer and service provider, PD Edenhall Ltd takes a proactive approach to its obligations arising from equality legislation.

Among them are:

- Race Relations Act 1976 (Amended 2000)
- Sex Discrimination Act 1976 and 1986
- Welsh Language Act 1993
- Disability Discrimination Act 1995
- Human Rights Act 1998
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion or Belief) Regulations 2003

The purpose of the Equal Opportunities Policy is to achieve a workforce of high calibre employees by ensuring that decisions relating to employment and progression within the Company are based on objective assessments of an individual's ability to do the job.

To achieve this we will:

- Operate recruitment and selection procedures which ensure candidates are considered on individual ability, regardless of factors such as gender, age, colour, creed, race, ethnic origin, disability, marital status, sexual preference, language or nationality.
- Operate procedures to effectively resolve any complaints relating to alleged discrimination.
- Ensure that anyone with responsibility for decision making in relation to employment understands the legal, moral and business reasons for providing equal opportunities at work.
- Regularly review employment policies.

Signed:



Position: Director



PD EDENHALL LTD

HEAD OFFICE

Danygraig Works
Danygraig Road

Risca, Newport NP11 6DP

Tel: 01633 612671

Fax: 01633 601280

www.pd-edenhall.co.uk

REGIONAL SALES OFFICES

SOUTHERN	Danygraig Works, Danygraig Road, Risca, Newport NP11 6DP	Tel: 01633 600806	Fax: 01633 601280
CENTRAL	Buxton Works, Peak Forest Road, Smalldale, Nr Buxton SK17 8EA	Tel: 01298 25396	Fax: 01298 71728
NORTHERN	Blencowe Works, Blencowe, Nr Newbiggin, Stainton, Penrith CA11 0DE	Tel: 01768 483374	Fax: 01768 483127
EDENHALL CONCRETE LTD	Evergreen, Hale, Fordingbridge, Hampshire SP6 2NN	Tel: 01725 510174	Fax: 01725 512824