



Equality and Diversity Statement

Loxley Contracting Ltd

Loxley Contracting Ltd is committed to promoting equality, diversity, and inclusion throughout all areas of our business. We recognise that a diverse workforce and inclusive working environment contribute to the success, professionalism, and reputation of our organisation.

We are committed to ensuring that all employees, contractors, clients, suppliers, and members of the public are treated fairly, with dignity and respect, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, in accordance with the Equality Act 2010.

Loxley Contracting Ltd operates appropriate arrangements to ensure equality and diversity are embedded within our organisation by:

- Maintaining fair and transparent recruitment, selection, and employment practices;
- Providing equal opportunities for training, development, and progression;
- Promoting a workplace culture free from discrimination, harassment, bullying, and victimisation;
- Treating all employees and workers fairly and consistently;
- Encouraging respect, inclusion, and professional behaviour at all times;
- Making employment decisions based on merit, competence, and business needs;
- Providing appropriate procedures for reporting and addressing concerns relating to discrimination or unfair treatment;
- Reviewing company practices and procedures periodically to support continual improvement.

The company expects all employees, subcontractors, suppliers, and persons working on our behalf to support this commitment and to behave in a manner that promotes equality, diversity, and inclusion.

Loxley Contracting Ltd will not tolerate discrimination, harassment, or victimisation in any form and will take appropriate action where breaches occur.

This statement is communicated throughout the organisation and reviewed periodically to ensure continued compliance with legislation and best practice.

Approved by: Loxley Contracting Ltd Management

Review Date: August 2027