

Legislation

The legislation which is particularly applicable to the field of equal opportunities is:

The Equality Act 2010

Statement

MIDA Civil Engineering Limited is committed to providing an inclusive working environment where everyone feels valued and respected. We recognise that people from different backgrounds, experiences and abilities can contribute greatly to the innovations and working practices of our organisation.

The *Company* are committed to eliminating unjustified discrimination, promoting equality and good relations across and between defined equalities groups and harnessing the benefits diversity can bring. We are committed to building a culture that values meritocracy, openness, fairness, and transparency.

We are fully committed to both dignity and respect. No job applicant, employee, client, or member of the public should receive less favourable treatment on the grounds of:

- Age
- Colour
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Marital status
- Nationality
- National origins
- Race
- Religion or belief
- Sexual orientation
- Spent criminal conviction

Implementation of Diversity and Equality Policy

All employees concerned with the selection, management or supervision of employees are under a duty to ensure that there is no discrimination in the administration of the organisation's *terms of employment*.

All employees have a personal responsibility, in the course of their employment, for the practical application of this *policy* as it affects their relations with colleagues and people external to the organisation.

The *policy* will be reviewed yearly, and any significant changes brought to the attention of staff during staff meetings or team briefings.

MIDA Civil Engineering Limited will not tolerate unjustified discrimination, by behaviour, actions, or words, by any of its employees. Discrimination on the grounds of colour, disability, ethnicity, gender, gender reassignment, marital status, nationality, national origins, race, religion or belief, sexual orientation or spent criminal conviction will be regarded as misconduct and treated as a disciplinary matter.

Responsibilities within the Organisation

Company Directors

It is the responsibility of company directors to:

- Ensure the policy underpins all aspects of work.
- Lead by example to promote a culture which is supportive of the benefits of diversity.
- Ensure that the policy is implemented in any business plan or corporate strategy.

Managers, Supervisors and Team Leaders

It is the responsibility of managers, supervisors, and team leaders to:

- Ensure the communication and implementation of diversity procedures to all existing staff and any new staff upon their commencement of employment.
- Encourage a positive and professional working environment with regards to putting the *policy* into practice.
- Act as a role model with regards to the embracing diversity and equality and develop skills in handling issues relating to harassment and discrimination.

Employees

All individual employees have a responsibility to:

- Understand the value and benefits of diversity.
- Familiarise themselves with this policy, follow it and ensure that any staff for whom they are responsible do as well.
- Bring to the attention of the line manager any apparent deviation from the policy which is noticed in the working environment.
- Comply with the procedure with regards to managing equality and diversity.

Monitoring

The *directors* will monitor and analyse data on gender, age, ethnic and racial backgrounds and disabilities of employees and applicants to assess the application and effectiveness of this *policy* and highlight areas that need to be addresses. The information will be held in the strictest confidence and only used to promote diversity and prevent unlawful discrimination.

Any patterns of under representation will be investigated and any discriminatory practices identified and eliminated.

Complaints

Any employees who feel that they have been unfairly treated or discriminated against are entitled to raise the matter through the organisation's grievance procedure.

Complaints will be dealt with seriously, promptly, and confidentially.

Any employee found to be in breach of the *equality and diversity policy* may be subject to disciplinary action under our disciplinary procedures, which could result in dismissal. Victimisation of anyone who has complained of being abused or discriminated against will be dealt with in the same way.

Signed:

James Brown

Regional Managing Director



Date: 23rd February 2026