

Equal Opportunity Statement

We welcome and appreciate people as individuals with diverse opinions, cultures, lifestyles and circumstances. We believe that equality is defined by everyone having the same access to all available opportunities by taking into account individuals' differing needs and capabilities. We recognise and value differences through inclusion. All employees are covered by this statement regardless of age, disability, race, religion, belief, gender, sexual orientation, and commitments outside of work.

We seek to create a fair and inclusive workforce by promoting the ethos of equality, diversity and inclusion across all areas of employment including recruitment, selection, training, deployment, contracted hours, career development and promotion. It is important to us that all employees, workers, and contractors can participate and be treated with respect. This is reflected in our policies, and we embed these values in all we do to ensure that no unfair, unlawful, intentional or unintentional, direct or indirect, overt or latent discrimination exists, in line with the Equality Act 2010.

The senior management team takes responsibility for implementing and monitoring the Equal Opportunities Policy. They must ensure that our recruitment, training, and promotion processes are fair and open to all and that all staff appointments and promotions are made based on aptitude, merit and ability and in compliance with the law. All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the company. We provide regular opportunities for all staff to provide feedback so that we can establish what we are doing well, and understand, reflect upon, and take appropriate action regarding any area of concern.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals. While overall responsibility for preventing discrimination and providing equality of opportunity lies with senior management, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee or sub-contractor to this statement and the PJ Mear Equal Opportunities and Diversity Policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

We are keen to ensure that our staff reflect the diversity of our community. and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equity and inclusion. Inclusion is about ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they're from, or what they're going through.



Michael Lyon
Managing Director

9th January 2026