

# Equal Opportunity Policy Statement

# 2020

## STATEMENT OF INTENT


Swift Construction Group incorporating Swift Brickwork Contracts Limited and Swift Scaffolding Limited are committed to the principals of equal opportunities and eliminating discrimination in every aspect of our work activities. We will strive to ensure that no individual or group is treated more or less favourably than others on the grounds of ethnic origin, nationality, age, disability, gender, sexual orientation, race or religion. It is our express intention to comply completely with all legislation related to equal opportunities both to protect Swift Construction Group Limited philosophy and processes within the organisation are free from bias.

## MAIN PRINCIPLES

We will endeavour to manage all of our activities in a way that is free from bias. Those who make decisions regarding staff will be required to be aware of this policy and its practical implications for selection and appointments. Data about appointment processes will be gathered to assist and help improve processes. We will ensure that staff is aware of this policy and their responsibility to abide by it. We will not tolerate acts of unlawful discrimination and all complaints or incidents of such alleged behaviour that are within our remit will be treated with necessary confidentiality and investigated and appropriate action taken.

## REVIEW

The contents of this statement shall be kept up to date to reflect changes in the nature of the activities and the size or complexity of the organisation. We shall review its effectiveness as appropriate and at least on an annual basis.



**M. Walsh**

Managing Director

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