



EQUAL OPPORTUNITIES STATEMENT

Pyramid Builders Limited is an Equal Opportunity Employer. The Company policy is that no job applicant or employee will receive less favourable treatment on the grounds of colour, race, nationality, ethnic origin, disability, sex, gender reassignment marital status, age, sexual orientation, religion or belief or is disadvantaged by any other condition or requirement that is not essential for carrying out the job. The effectiveness of the Company will not only be improved by developing the skills and abilities of all employees and the policy, above all else, aims to achieve that objective.

Entry onto the Company and progression will be determined solely by the application of objective criteria, personal performance and merit. As a result, recruitment and other employment decisions and procedures will be monitored and reviewed and, where necessary, they will be charged to ensure that everyone is treated fairly. Where there is under-representation of particular groups, the circumstances will be investigated and where appropriate, practical measures taken to remedy the situation.

Eliminating discrimination and providing equality of opportunity depends on the personal commitment of all employees, who therefore have a responsibility for the implementation of the policy. To ensure that line managers and other relevant decision makers understand Company policy and their position in law, appropriate training and guidance will be provided. Direct or indirect discrimination, including bullying, harassment or victimisation, whether race or sex related, is not tolerated. Deliberate failure to observe the requirements of this policy will be subject to disciplinary action through the Company's Disciplinary Procedure.

The Subcontractor's or Managing Director has the specific responsibility for applying this policy and is responsible for its implementation. Any employee who believes that they are being treated unfairly in any way associated within this policy is entitled to raise the matter through their Grievance Procedure.

The policy applies to all PBL employees, including those under contracts with Safestand Limited, Wembley Innovations Limited and, by accepting to work for or with the same, so does the Subcontractor or Managing Director.

Signed


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Liam Clear, Managing Director

Date

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14/11/11