

## **D. McLAUGHLIN & SONS – EQUAL OPPORTUNITIES POLICY STATEMENT**

We are an equal opportunities employer. Our future success in a highly competitive world depends on our employees and the development of their skills and abilities.

It is our aim that there shall be equal opportunities in this organisation. There will be no discrimination on grounds of sex, being married, colour of race which is not permitted by law; or on any other grounds, including disability or age, except where this is necessary to ensure that the job is done effectively and safely.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All employees have a responsibility to apply this principle in practice.

<b>Approved By:</b>	<b><i>Paul McLaughlin</i></b>	<b><i>Shaun McLaughlin</i></b>
	<b>Director</b>	<b>Director</b>
<b>Last Reviewed:</b>	<b>20<sup>th</sup> July 2009</b>	