

Document: AG-POL-006 Version: REV 2 Date: 04.07.19	<b>Equality &amp; Diversity Statement</b>	
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## **EQUALITY & DIVERSITY STATEMENT**

This document sets out the equality & diversity statement of The Armstrong Group (Scotland) Ltd and its subsidiary operating companies (Molplant Construction Ltd, Armstrong Waste Management Ltd, Armstrong Properties (Scotland) Ltd, Armstrong Renewables (Scotland) Ltd), collectively known as 'Armstrong Group'.

The Armstrong Group welcomes difference and seeks to avoid bias on the basis of issues which unfairly block personal development.

The Group prohibits discrimination on the grounds of sex, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, or religion and belief.

The management of diversity combats prejudice, stereotyping, harassment and undignified behaviour. It recognises that people have different abilities to contribute to organisational goals and performance and that action might be needed to give everyone a chance to contribute and compete on equal terms.

### **Scope**

Equality applies to all employees, whether full-time, part-time, permanent, temporary, or contract staff, and is everybody's responsibility. All associates and non-employee third parties, such as vendors, visitors and guests of the company, are covered by this policy.

### **Policy Statement**

The Group is committed to the principle of equal opportunities and managing diversity in employment.

We will ensure that individuals are treated equally in all areas of employment regardless of gender, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, religion or belief.

Decisions on employment opportunities, such as recruitment, retirement, promotion, training and development will therefore be based solely on objective merit and will support business goals. Other areas of employment, such as disciplinary matters and redundancy will also be dealt with on equal terms regardless of the grounds stated above.

The full policy can be found within our Company Handbook, this is available upon request.

### **Approval**

This document was approved by the Board of the Armstrong Group (Scotland) Limited on **July 2020**

**Signed:**   
Barbara Armstrong  
Group Director

**Date: July 2020**