

Equality, Diversity & Inclusion Policy

We are committed to maintaining a safe and confidential environment in which all of our stakeholders, internal and external, are treated consistently, with consideration and courtesy. We will create an environment where all employees can develop their full potential, irrespective of their race, gender, marital status, age, disability, religion, political opinion, or sexual orientation.

Overview	We value the rich diversity, skills, abilities and creativity that people from differing backgrounds and experiences bring to the company. We understand that an inclusive working environment, where everyone can realise their full potential, is crucial to us delivering our strategic and operational objectives.
Managing adverse workforce,	We are committed to ensuring that: <ul style="list-style-type: none">- conditions of service and employee benefits do not discriminate and instead operate in an inclusive manner- people at all levels in the organisation have access to a range of flexible working options- we have an accessible working environment and make reasonable adjustments that accommodate our disabled employees and job applicants; and- everyone in our organisation is trained in equal opportunities and diversity.
Monitoring and review	We are committed to ensuring that: <ul style="list-style-type: none">- we assess the impact of policies, functions and actions and act to address any adverse impact- we set and monitor targets and timetable for the achievement of our equality and diversity objectives.
Promoting a productive and harmonious workforce	We are committed to ensuring that: <ul style="list-style-type: none">- our organisation culture supports and celebrates diversity and promotes inclusion- we offer a range of initiatives to support employees- we have policies which ensure that we do what we can to retain our people; and- we have effective mechanisms for investigating and providing support for employees affected by discrimination, bullying or harassment.

Recruitment, promotion,
and development

We are committed to ensuring that:

- a selection criteria is free from bias and only trained employees undertake recruitment or selection;
- our performance management system and outcomes are audited to ensure that they are non-discriminatory;
- we provide all our people with personal and professional development opportunities; and
- training and development s access b e and we evaluate, and monitor take up across the equalitystrands.

Signed for and on behalf of G&D Contracts:



Gheorghe Demianciuc Managing Director G&D Contracts Ltd

Dated: 16.08.22