



Piled Foundations & Underpinning

Equal Opportunities & Employment Policy

Cohesion Piling Company Ltd (the Company) recognises the need to comply with The Equality Act 2010, and is opposed to all forms of discrimination on the grounds of race, gender, disability, age, religion, sexual orientation or marital status. In order to prevent discrimination and offer equal opportunity to all, the Company will implement the following policy with regards to Recruitment, Employment and its Customers and Suppliers.

Recruitment

With regards Recruitment, the Company

- is committed to providing equal opportunities when recruiting and welcomes applications from all sections of the community.
- will recruit the most suitable candidate for the post based solely on the candidate's skills, knowledge and experience in relation to the requirements of the post.
- will carry out pre-employment checks of appropriate documents to ensure their eligibility to work in the UK
- will vet subcontractors in respect of their equal opportunities policy prior to employing them.

Employment

With regards Employment, the Company

- is committed to developing each employee's potential through mentoring and training, and will provide all staff with equal access to mentoring and training.
- will ensure that its plans or policies do not discriminate against an individual or group of individuals. These are outlined in the company's employee handbook and terms of employment
- will always investigate complaints of bullying, harassment, discrimination or victimisation, and take disciplinary action where necessary.
- will invite and listen to ideas from staff for improving the Company's ways of working.
- will ensure that all its employees and subcontractors know about this policy.
- will display this policy in all its offices.

Customers and Suppliers

With regards Customers and Suppliers, the Company

- will treat all customers and suppliers equally regardless of race, gender, disability, age, religion, sexual orientation or marital status.

Gary Kime - Director
1st August 2019

John Robins - Director
1st August 2019