

Equal Opportunities and Discrimination Policy

It is the policy of Leinster Reinforcements Ltd to treat all employees and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment. All job applicants will be considered solely on their ability to do the job. Interview questions will not be of a discriminatory nature.

All promotions will be made on merit in line with the principles of the policy.

Employees who have a disability will receive the necessary help, within reason, to enable them to carry out their normal duties effectively

The company will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted according to individual abilities and skills.

Leinster Reinforcements Ltd is committed to the implementation of this policy review actions to ensure that the policy is, and continues to be, successful and complied to.

The overall responsibility for the policy lies with the Managing Director.

However, all staff are required to comply with the policy. Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Health and Safety is and will override the above and the company will act in accordance with its objectives so as to remove any barriers to equal opportunity.

This policy will be assessed at regular intervals to ensure that equality of opportunity is afforded to all employees.

Managing Director

Frank Brazil

A handwritten signature in black ink that reads "Frank Brazil". The signature is written in a cursive, slightly stylized font.

1st April 2025