



EQUALITY & DIVERSITY POLICY

Marc Allan Construction Ltd

Marc Allan Construction Ltd is committed to promoting equality, diversity, inclusion, and fairness throughout all aspects of our business operations.

We believe every employee, subcontractor, client, supplier, and member of the public should be treated with dignity, fairness, and respect regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The Company opposes all forms of unlawful discrimination, harassment, victimisation, and bullying. We are committed to creating a working environment where all individuals are valued and able to contribute fully.

Marc Allan Construction Ltd will:

- Ensure recruitment, training, promotion, and employment decisions are based on merit, skills, qualifications, and competence.
- Promote equal opportunities throughout the organisation.
- Provide a workplace free from discrimination, harassment, intimidation, and bullying.
- Encourage diversity and inclusion at all levels of the business.
- Comply fully with the Equality Act 2010 and all relevant legislation.
- Investigate any complaints relating to discrimination or unfair treatment promptly and fairly.
- Review policies and working practices regularly to maintain compliance and continual improvement.

All employees and subcontractors are expected to support this policy and uphold the principles of equality and respect.

Overall responsibility for this policy rests with:

Marc Allan
Managing Director
Marc Allan Construction Ltd

This policy will be reviewed annually or sooner where significant changes occur.

Signed: Marc Allan
Name: Marc Allan
Position: Managing Director
Date: 26 / 01 / 2026
Review Date: 26 / 01 / 2027

Company Number: SC660596