GROUPBRIDGE
CIVIL ENGINEERING & BUILDING CONTRACTORS

EQUAL OPPORTUNITIES POLICY STATEMENT

Groupbridge ensure that equal opportunity is applied both in the provision of service and as an employer.

This shall be achieved by:

- Seeking to ensure that everybody is treated equitably regardless of gender, race, colour, ethnic or national origins, age, disability, socio-economic background, religious or political beliefs and affiliations, marital status, family responsibilities, sexual orientation or other inappropriate distinction.

- Promoting equality of opportunities and removing any barriers that may exist for potential and existing employees.

- Encouraging and assisting development of all employees to their full potential.

- Discouraging discrimination, victimisation and any form of harassment and if identified, behaviour of this nature shall be brought to the attention of the Managing Director, who shall ensure that the matter is addressed in a sensitive and effective manner, which may result in the company disciplinary procedure being applied.

- Providing a comfortable and safe working environment for all employees.

- Ensuring employees understand they have a right to be respected whilst also respecting others.

S Gibbons (Managing Director) Date: 16th January 2026

Review Date: January 2027