



## MAGUIRE BROTHERS EQUAL OPPORTUNITY POLICY STATEMENT

Maguire Brothers is an equal opportunity employer. The aim of our policy is to ensure that no applicant or employee receives favourable treatment on the grounds of colour, race, nationality or national or ethnic origins, sex, disability or is disadvantaged by conditions or requirements that are not essential for carrying out the job.

We ensure that such direct or indirect discrimination does not occur by regularly monitoring recruitment and other employment decisions in conjunction with detailed records of applicants and employees.

Selection criteria and procedures are regularly reviewed to ensure that they are not adversely and unjustifiably affecting the opportunities of persons from any particular group. Candidates for recruitment and promotion are considered solely on the basis of their relevant merits and abilities. All employees are given equal opportunity and are actively encouraged to progress within the Company.

All employees of Maguire Brothers are made aware of our equal opportunity policy and of their duty to accept and implement it. The specific responsibility falls on the company's Management and specifically those responsible for supervision, recruitment and employee administration. The Senior person responsible for the implementation of this policy is Francis Maguire (Director).

Any employee, who believes that they have been unfairly treated in any way, but particularly in contravention of this policy, is entitled and encouraged to raise the matter through the appropriate channels. Discrimination is a disciplinary offence and breaches of this policy will be dealt with under our grievances and disciplinary procedures.

We are familiar and comply with the following Acts of Parliament:

- Civil Partnership Act 2004
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- Equality Act 2006
- Equal Pay Act 1970
- Human Rights Act 1976
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Sex Discrimination Act 1978

And the following Regulations:

- Disability Discrimination Act (Amendment) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Sexual Orientation) Regulations 2003
- Sex Discrimination (Gender Reassignment) Regulations 1999