

	Diversity, and Inclusion Policy	HR P01	Issue No. 01
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Background

As an equal opportunity employer, Glenveagh is committed to developing, cultivating and preserving a culture of diversity, equality and inclusion and to following practices which are free from unfair and unlawful discrimination.

Purpose

The aim of this policy is to ensure that no job applicant, employee, subcontractor or agency worker receives less favourable treatment on the grounds of gender, civil status, family status, age, sexual orientation, religious belief, disability, race, or membership of the Traveller community.

The policy aims to ensure that no employees are disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

This policy is informed by Irish legislation, National, and European policy, as well as International Labour Organization's conventions. These include the Employment Equality Acts 1998–2015; the Equal Status Acts 2000-2015; the Disability Act 2005; The Gender Recognition Act 2015; Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including, but not limited to, recruitment, selection, training, career development, promotion, layoffs and redundancies. These areas are monitored, and policies and practices are amended if necessary, to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

The HR Team has particular responsibility for implementing and monitoring this policy and, as part of this process, all policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

Applicability and Scope

All employees, subcontractors or agency workers whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Company.

Equality of opportunity, valuing diversity, inclusion and compliance with the law benefits all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and promote equality throughout the Company.

All employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

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Diversity and Inclusion Statement

To ensure that we provide the best properties possible, we aim to attract, recruit, train and retain the very best talent at all levels.

To ensure we continue to attract and develop the best talent, we are committed to the following principles:

- i. **Equality** – we promote equality of opportunity by removing barriers, tackling discrimination and ensuring equality of opportunity and access.
- ii. **Diversity** – we accept each person as an individual and actively promote a rich mix of individuals. The diversity of experience in the Company is a key contributor to our success. We value everyone’s contributions and commit to working collaboratively in order to continue to deliver the best possible outcomes for our employees and our stakeholders.
- iii. **Inclusion** – we create a working culture of inclusion where differences are not only accepted but encouraged, welcomed and valued. Our success is founded on being an organisation where people feel respected and that they are participating in the Company’s success.

We aim to incorporate these principles of equality, diversity and inclusion across our employment, training and promotion policies and practices.

Our commitment as an Employer

The Company is committed to:

- actively seeking to increase the number of people we work with who are from groups that are under-represented in the industry as a whole, or in particular job roles in the industry;
- reviewing all our formal and informal employment practices and procedures to ensure they are fair and help us to identify the best talent;
- ensuring reasonable adjustments are made to enable disabled people to work in or with our company;
- actively seeking to increase the diversity of our talent pool;
- creating an environment in which individual differences and the contributions of all our employees are recognised and valued;
- creating a culture of inclusion and making a long-term commitment to maintaining and improving diversity and inclusion activities;
- promoting a working environment that promotes dignity and respect to all employees, subcontractors and agency workers;
- providing training, development and promotion opportunities to all employees;
- promoting equality in the workplace as best management practice;
- fully supporting this policy at senior management level and ensuring collaboration with employees;
- monitoring and reviewing this policy annually;
- having clear procedures that enable our customers, candidates for jobs, employees, subcontractors or agency workers to raise a grievance or make a complaint if they feel they have been unfairly treated;
- treating breaches of our Equality, Diversity and Inclusion policy as misconduct which could lead to disciplinary proceedings.

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Equal pay

We will ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

Review

Our policy is regularly reviewed by our Group’s Executive Committee reflecting the company’s commitment to diversity and inclusion. It is shared with employees, stakeholders, business partners and is readily available on our website.



Chief Executive Officer

15/02/2021

Date