


We provide equal opportunity for all job applicants, actual and potential, and employees. Understanding diversity and inclusion all recruitment, promotion and training is based upon an individual's ability and job performance and excludes any consideration of an applicant's or employee's religious beliefs, political opinion, sex, age, marital status, gender, sexual orientation, pregnancy, maternity, race or disability, trade union membership or non-membership. DAWSON-WAM Ltd will not directly or indirectly discriminate on the grounds of religious belief or political opinion.

To ensure that our Policy is effective we will:

- Ensure managers and supervisors are aware of their responsibilities through appropriate and regular EDI training including how to monitor our workforce e.g. bullying and harassment.
- Make this policy known to all employees, and display it on appropriate notice boards & website.
- Consult with employees about procedures required to make this policy effective.
- Maintain a neutral working environment in which no employee feels under threat or intimidated because of his/her religious belief, political opinion, marital status, sexual orientation, gender, disability, race or ethnic origin, trade union membership or non-membership, e.g. prohibit the display of flags, emblems, posters, graffiti or the circulation of materials or the articulation of slogans or songs which are likely to give offence or cause apprehension among particular groups of employees.
- Provide facilities for any employees who believe they have been discriminated against to raise the matter through the appropriate procedure.
- Ensure that the Company's recruitment and selection procedures outlined below are consistent, provide equality of opportunity and are seen as fair by all employees and job applicants. Selection will be based on the ability to do the job required.
 - Job descriptions and personnel specifications will be used for each post in question.
 - All vacancies will be advertised as widely as possible.
 - Any advertisement of a vacancy in the Company will clearly define the main duties and necessary requirements of the post in question.
 - All applicants will be required to complete an application form, which will be accompanied by a request for a voluntary statement on community background for the collection of equal opportunity data. This monitoring form will not be included as part of the formal application but will be retained separately and will not be used as the basis for any employment decision.
 - Shortlisting for interviews will be based upon job-related criteria. Where appropriate job-related tests may be used.
 - Written assessment will be made on each individual interviewed and the reasons for acceptance or rejection recorded.
- Commit ourselves to keep under review the operation of this Equal Opportunities Policy to take account of changing circumstances.
- Adopt appropriate affirmative action measures including the setting of goals and timetables to ensure the provision of equality of opportunity and fair participation.
- Carry out the statutory periodic review of employment procedures and practices as specified in Section 31 of the 1989 Fair Employment Act.
- Regard breaches of this policy as misconduct, which will lead to disciplinary proceedings.

Signed: 
 D.E.McGALL - Managing Director

Date: 5th January 2026