

Equal Opportunities Policy GMI Construction Group plc

The following Equal Opportunities Policy is to communicate the commitment of the Board of Directors and senior management team to the promotion of equality of opportunity in GMI Construction Group PLC.

STATEMENT OF POLICY

It is the policy of the Company to provide employment equality to all, irrespective of:

- Gender, including gender re-assignment
- Marital and civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

Signed: 
Andrew L. Kemp - Construction Director



**INVESTORS
IN PEOPLE**

Date: 1st July 2016