



CROSSBUILD CONSTRUCTION SERVICES LTD

5. EQUALITY, DIVERSITY & INCLUSION POLICY

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Effective Date: 14/07/2026

Review Date: 14/07/2027

Policy Owner: Managing Director

1. Policy Statement

Crossbuild Construction Services Ltd is committed to providing a workplace where everyone is treated fairly, with dignity and respect.

We will not tolerate unlawful discrimination, harassment, bullying or victimisation.

We are committed to providing equal opportunities in recruitment, employment, training, development and progression.

2. Scope

This policy applies to:

- Employees.
- Directors.
- Agency workers.
- Subcontractors.
- Job applicants.
- Consultants.
- Visitors.
- Other people working with or on behalf of Crossbuild.

3. Equality

Crossbuild will not unlawfully discriminate on the basis of protected characteristics under the Equality Act 2010, including:

- Age.
- Disability.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.
- Pregnancy and maternity.
- Gender reassignment.
- Marriage and civil partnership.

4. Recruitment

Recruitment and selection will be based on:

- Skills.
- Qualifications.
- Experience.
- Competence.
- Suitability for the role.

We will not unlawfully discriminate against applicants.

5. Employment and Development

Crossbuild aims to provide equal access to:

- Training.
- Career development.
- Promotion.
- Opportunities.
- Pay and benefits.
- Workplace support.

Employment decisions will be based on legitimate and relevant factors.

6. Bullying and Harassment

Crossbuild will not tolerate bullying, harassment, intimidation or inappropriate behaviour. This includes inappropriate conduct occurring:

- On construction sites.
- In offices.
- During company events.
- During work travel.
- Through electronic communications.
- Through social media where it affects the workplace.

"Ban ter" will not be accepted as an excuse for behaviour that is offensive, intimidating, discriminatory or unwelcome.

7. Sexual Harassment

Crossbuild is committed to preventing sexual harassment at work.

Employees are encouraged to report concerns and will be treated fairly and respectfully when doing so.

Concerns will be investigated appropriately and confidentially where possible.

8. Disability and Reasonable Adjustments

Crossbuild will consider reasonable adjustments for disabled employees and applicants where required.

Managers should seek appropriate advice where an employee requires additional support.

9. Responsibilities

Everyone working for Crossbuild is responsible for treating colleagues and other people with dignity and respect.

Managers are responsible for:

- Setting appropriate standards.
- Addressing inappropriate behaviour.
- Supporting employees.
- Escalating serious concerns.
- Ensuring complaints are handled appropriately.

10. Reporting Concerns

Employees who believe they have experienced or witnessed discrimination, bullying or harassment should raise the matter with:

Managing Director: Dion McIntosh

HR Contact: Jade McIntosh

Line Manager: Keatan Dee

Employees will not be victimised for raising a genuine concern.

11. Disciplinary Action

Where allegations are substantiated, Crossbuild may take disciplinary or other appropriate action.

Serious misconduct may result in dismissal in accordance with the company's disciplinary procedures.

12. Monitoring and Review

Crossbuild will periodically review its equality, diversity and inclusion arrangements.

This policy will be reviewed at least annually or following significant changes to legislation or company operations.

Signed:



Managing Director: Dion McIntosh

Date: 14/07/2026