

RJ Power Connections Limited is an equal opportunities employer. Our aim is to ensure that all employees and job applicants are treated equally irrespective of ethnicity, colour, race, nationality, religion or belief, sex, sexual orientation, marital status, age or disability at any stage in the recruitment process or during employment.

RJ Power Connections is committed to not only its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.

RJ Power Connections also recognises that its competitive advantage is reliant on it having a talented and diverse workforce, that brings with it the necessary skills, knowledge and experience to enable it to deliver an excellent product and ensure sustainable business growth.

RJ Power Connections are committed to:

- Eliminating unlawful discrimination, harassment and victimisation;
- Advancing equality of opportunity and diversity;
- Promoting good relations between people of diverse backgrounds and lifestyles;
- Eliminating cultural stereotyping both within and outside of our organisation.

RJ Power Connections aim to:

- Develop and promote a culture and environment of equality, dignity, fairness and respect;
- Engage only with other construction companies and clients that share these values;
- Enable all our employees to reach their full potential through our Training and Development Programmes;
- Produce recruitment literature that will not imply a preference for one group of applicants unless there is a genuine occupational qualification which limits the post to this particular group, in which case this must be clearly stated;
- Provide support to anyone who requires it in relation to their disability, race, religion, sexual orientation, age etc;
- Deal with all forms of unlawful discrimination consistently and effectively;
- Develop strategic objectives around the success of our Equality Policy.

All employees and others working for RJ Power Connections Limited are required to comply with this policy. It is the responsibility of RJ Power Connections management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power Connections Limited and then communicated and explained to all employees and subcontractors.

This policy is available to the public and all interested parties on request.

Signed:



Glenn Rowatt

Managing Director – RJ Power Connections Limited.

October 2019

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