



EQUAL OPPORTUNITIES POLICY STATEMENT

Statement of Intent

Probus Construction Ltd. is committed to equal opportunity in employment and service delivery. Probus Construction Ltd. requires its employees and sub-contractors to demonstrate a similar commitment by:

- Adopting an equal opportunities policy and procedure.
- Abiding by the requirements of the Equality Act 2010 and its Code of Practice.

As an employer Probus Construction Ltd. accepts wholeheartedly the statutory requirements of the Equality Act 2010.

This organisation will not discriminate against or treat an individual differently on the grounds of colour, race, ethnic origin, marital status, sex, physical disability, sexual orientation or age and will not allow our employment to do so.

We will ensure that no job applicant or staff member receives less favorable treatment on any of the above grounds.

Employment Practices

Our job applications and selection criteria will be examined, monitored and reviewed regularly to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no group is put at a disadvantage either directly or indirectly.

Staff responsible for recruitment will be made aware of our policies and trained to ensure that no discrimination takes place.

No one in our employment should have to suffer unfair or unequal treatment from other staff members or from organisations on individuals with whom we work.

Ethnic and Gender Records

We will keep proper records of the sex and ethnic origin of all our employees. A breakdown of the composition of our work force in gender and ethnic origin terms will be made available to organisation for which we work, on request.

Conduct of Staff

Our staff is expected to act in a disciplined and professional manner. They will be instructed not to engage in any discriminatory actions or practices. Disciplinary action will be taken against any staff member proved to have deliberately discriminated against or to have racially or sexually harassed any employee or member of the public during the course of their work for this organisation.

Signed: 

Director with full responsibility for Company
Health, Safety & Environment.

Name: Steve Ellis

Date: 18th March 2026

Review: 17th March 2027