O'GRADY
CONSTRUCTION

O'GRADY CONSTRUCTION LTD

Company Registration No. 12973213

FAIRNESS, INCLUSION AND RESPECT (FIR) POLICY

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1. Our Commitment

O'Grady Construction Ltd is committed to Fairness, Inclusion and Respect (FIR) in all aspects of its business. We believe that a fair, inclusive and respectful workplace is fundamental to the wellbeing of our people and to the quality of service we deliver to our clients. We are committed to ensuring that every person who works for us, or with us, is treated with dignity and respect regardless of any personal characteristic.

2. Scope

This policy applies to:

- All direct employees and operatives engaged by O'Grady Construction Ltd
- Sub-contractors, suppliers, and labour hire workers operating on our sites or on our behalf
- Clients, visitors, and any other persons who interact with our business
- All aspects of employment including recruitment, selection, training, promotion, pay, and conditions

3. Equality Act 2010 — Protected Characteristics

O'Grady Construction Ltd will not discriminate, directly or indirectly, against any person on the grounds of any of the nine protected characteristics defined under the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race — including colour, nationality, ethnic or national origin
- Religion or Belief — including lack of belief
- Sex
- Sexual Orientation

This policy covers all forms of discrimination including direct discrimination, indirect discrimination, harassment, and victimisation.

4. Fairness, Inclusion and Respect in Practice

O'Grady Construction Ltd will ensure that:

- Recruitment and selection decisions are made on merit, based on objective criteria relevant to the role
- All personnel are treated with dignity and respect on site and in the workplace at all times
- Bullying, harassment, and victimisation are not tolerated and will be addressed through the company's disciplinary procedure

- Reasonable adjustments are made for disabled employees and operatives where practicable
- All sub-contractors and suppliers are required to demonstrate compliance with the Equality Act 2010 as a condition of engagement
- Concerns relating to equality, fairness or discrimination can be raised confidentially through the Whistleblowing Policy (OGC-POL-002 Section 2.5)

5. Communication of this Policy

This policy is communicated to all personnel through the following channels:

- Issue of the O'Grady Construction Company Policy Manual (OGC-POL-002) to all personnel on engagement
- The site induction programme (OGC-IND-001) which all personnel complete before commencing work on site
- The monthly toolbox talk programme which covers FIR topics as part of the standing agenda
- The sub-contractor pre-qualification process (OGC-F-005) which requires confirmation of Equality Act compliance

6. Responsibilities

The Director/s of O'Grady Construction Ltd are responsible for ensuring this policy is implemented, communicated, and reviewed annually. Site Managers are responsible for upholding this policy on site and for addressing any concerns raised by personnel promptly and fairly. All personnel are expected to treat colleagues, clients, and members of the public with fairness, inclusion and respect at all times.

7. Raising Concerns

Any person who believes they have been treated unfairly, harassed, or discriminated against should raise their concern with the Director/s as soon as possible. Concerns may also be raised confidentially through the Whistleblowing Policy. O'Grady Construction Ltd will investigate all concerns promptly and fairly. No person will suffer detriment for raising a genuine concern in good faith.

Authorised by:

Damian O'Grady

Director, O'Grady Construction Ltd

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30 Styal Road, Gatley, Cheadle, Cheshire SK8 4JG

Date: August 2026

Next Review Due: August 2027