

EQUAL OPPORTUNITIES POLICY

Phoenix Brickwork (UK) Ltd actively promotes and practices equal opportunities throughout all its activities and businesses and understands its responsibilities under The Equality Act 2010.

The Company undertakes not to discriminate against anyone on the basis of

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Gender
- Sexual Orientation

The Company will achieve its policy through the following:

- Monitoring its recruitment
- Training its existing employees
- Ensuring the Equal Opportunities Policy is promoted at new employee inductions
- Maintaining current knowledge of legislation and integrating changes into the policy
- Communicating any changes promptly to all its employees across the company activities
- Dealing with complaints or issues in a timely manner through the Equal Opportunities Appeals Procedure

Phoenix Brickwork (UK) Ltd seeks the co-operation of all its employees in ensuring that this policy is exercised responsibly.

Signed:



Mr Christian Watson
Group Chairman

30th October 2025

PBL 1-1-7 [REVOO9] 30/10/2025