

## 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**  
Managing Director

27 October 2021

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