HARPER
Build with Confidence

J. Harper & Sons (Leominster) Limited
Units 1 & 2, Bevan Industrial Estate, Brierley Hill, West Midlands DY5 3TF
Tel: 0121 508 6600
Email: enquiries@harperleominster.co.uk www.harpergroup.co.uk

Construction • Development • Project Management • Design & Build • Refurbishment

DIVERSITY POLICY STATEMENT

The Company believes that it is in the best interest of employees, and potential employees, to promote diversity and therefore affirms its commitment to diversity in employment under the guidance of current legislation.

The Company is committed to:-

- Building a workforce which is valued and whose diversity reflects the communities it serves.
- Enabling everyone in the company to achieve his or her full potential in an environment characterized by dignity and mutual respect.
- Valuing equally the unique contribution that individual experienced, knowledge and skills can make.
- Everyone who works for the company or applies to work for the company, ensuring that they are treated fairly and valued equally.

Everyone working for the Company needs to know about *making diversity happen* in relation to:

- The agreements which exist and what they say and what their responsibilities are in relation to equality and diversity.
- The steps to be taken to make sure equality and diversity are monitored.
- Appropriate training being provided.
- Recognising the need for investment to provide and spend such money as is necessary to achieve these aims.

Where under-representation of particular racial group, or of a particular sex is identified, to take advantage of the positive action provisions in the Discrimination Legislation. A Grievance Policy and Procedure is available for any person who believes that this diversity policy is not being applied to them. All complaints will be taken seriously and dealt with quickly, and no one will be told about the complaint without appropriate permission.

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Recruitment, Promotion and Staff Development

- The company aims to ensure that no job applicant or worker receives less favourable treatment on the grounds of age, sexual orientation, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnicity, ethnic / national origin / 'race' or colour, religion or belief and sex. Selection criteria and procedures are regularly reviewed to ensure that individuals are treated on the basis of their relevant merits and abilities. All workers will be given equal opportunity and access to training to enable them to progress both within and outside the organisation. To ensure that this policy is effective, we will bring it to the attention of all employees.
- The company will provide relevant equal opportunities training for all employees and particularly those involved in recruitment, selection, training, promotion, discipline and dismissal of employees (including training in gender, disability and racial equality for employees responsible for recruitment and selection).
- Fair and open recruitment procedures being in place and those people with a responsibility for recruitment being trained for their role.
- Recruitment and promotion procedures will be regularly monitored to identify where and who they can be improved, and to enable the planning of potential positive action initiatives for under-represented groups.
- Equality of access to opportunities for the development of skills will apply regardless of hours worked or any other non-standard term in the contract of employment.
- Opportunities for promotion are as widely publicised as possible and open to anyone with either the skills, or potential after training, to meet the requirements of the job description.
- Positive action measures will be permitted where the conditions set down in legislation are met.
- Every new employee has a comprehensive induction programme, including training in equal opportunities policy and practice at work.

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Monitoring

The company, in addition to regularly monitoring the numbers of job applicants from different gender, disability and ethnic groups, will also carry out monitoring on the number of employees from different gender, disability and ethnic groups by grade when:

a. In post
b. Applying for posts
c. Taking up training and development opportunities
d. Promoted
e. Transferred
f. Disciplined and dismissed
g. Leaving employment

A.P. Rees
Group Managing Director

Dated: 31st January 2026
Next Review: 31st January 2027