

EQUAL OPPORTUNITIES POLICY (EDI)

Drainline Southern Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforces. Drainline Southern Ltd aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age. We oppose all forms of unlawful and unfair discrimination.

All employees of Drainline Southern Ltd, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. All Drainline Southern Ltd employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Drainline Southern Ltd is committed to developing an organisational culture which implements a policy of support for the internationally recognised human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

We also expect our colleagues, suppliers, and subcontractors to observe these principles.

Drainline Southern Ltd commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives. (Insert details if appropriate).
- To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

Raising Concerns.

If you're concerned about bullying or harassment, see if your concern can be resolved informally through discussions with the relevant individual(s).

If not, speak to or write to your line manager or another manager, supervisor or the SHEQ Director which is our FIR ambassador. Alternatively, you can raise your concerns with the HR team. Concerns raised will be taken seriously and dealt with sensitively. and confidentially.

The policy will be monitored and reviewed annually during the annual Management Review Meeting.

Name: Tristan Miles

Signed:

A handwritten signature in blue ink, appearing to read "Tristan Miles".

Appointment: Managing Director

Date: 1st September 2025

Next Review Date: 1st September 2026

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