

LANGSTONE CONSTRUCTION GROUP - EQUALITY AND DIVERSITY STATEMENT

Langstone Construction Group employs a diverse population of employees to meet the needs of our customers who in turn represent a diverse population. In order to consolidate and build upon this diversity, it is essential that the equality of opportunity and the absence of unlawful discrimination be at the core of all our activities.

Langstone Construction Group recognizes the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment of employees or customers based on age, disability, sex, gender reassignment, pregnancy or maternity, race, sexual orientation, religion, or belief or because someone is married or in a civil partnership. These are known as 'protected characteristics'. Langstone Group also complies with the Equality Act 2010 and incorporates the issue of mental ill health disability.

Langstone Group is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- Communicating its commitment to equality and diversity to all employees
- Communicating where responsibility lies for equality issues
- Providing training for decision-makers, and briefing for employees
- Developing mechanisms for implementation, monitoring, evaluation, and review
- Treating acts of discrimination as a disciplinary offence
- Consulting with interested groups and individuals, internal and external

The Board of Langstone Construction Group have responsibility for ensuring that it operates within the legal framework for equality and for implementing the policy throughout the business. However, each employee is responsible for preventing unfair discrimination which is within their control to prevent.

The HR team is responsible for keeping the Langstone Construction Group Board informed of all developments made in this area and for making appropriate staff aware of any specific responsibilities that relate to their work within the business. Employees can find further information in our [Equal Opportunities Policy](#) on Alchemy.

DATA PROTECTION

Langstone Construction Group is committed to protecting the privacy and security of your personal information.

Our Data Protection policy describes how we collect and use personal information about you during and after your working relationship with us, in accordance with the General Data Protection Regulation (GDPR). If you require further details as to how your personal data is processed, please contact our Data Protection Officer.

It is your responsibility to familiarise yourself with the Langstone Data Protection Policy and notices. Inappropriate access or disclosure of personal and sensitive data constitutes a data breach and should be reported in accordance with Langstone' Data Protection policy immediately. It may also constitute a disciplinary offence, which will be dealt with under the Langstone Construction Group Disciplinary Procedure.

This policy applies to Langstone Construction Group Limited.

As a commitment to continuous improvement of all Langstone Group policies, this policy will be reviewed periodically to ensure it remains in line with company objectives and compliant with legislation.

A handwritten signature in black ink, appearing to read 'N. Phillipott', written in a cursive style.

Neil Phillipott – Managing Director
Langstone Construction Group Ltd
September 2022