

At Coltart Contracts Ltd, we believe welcoming people with diverse skills, experiences, backgrounds and knowledge enriches our business by introducing new ways of thinking and approaches. By broadening our recruitment efforts we can support sustainable growth. Our aim is to make our workplace better for everyone.

Fairness

The Equality Act protects people from discrimination under nine protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equity (or fairness)

Goes further by recognising that not everyone starts at the same place. It seeks to address disadvantage, and we encourage efforts to level this playing field, so that everyone has access to the same opportunities. By promoting equity we will create a more diverse workplace.

Inclusion

Ensuring all individuals are welcomed, supported and able to participate fully in the workplace defines inclusion. It involves creating an environment where everyone is valued, respected, and encouraged to be actively involved. Greater inclusion enables more people to play a part in discussions and decision making that influences our future, for the better.

Respect

Beyond the legally protected characteristics above, diversity encompasses a broad range of differences, such as backgrounds, cultures and perspectives. Respecting and valuing our diversity enables us to enhance innovation and creativity and improve working life for everyone.

Our commitments

- Comply with the law: Recognise the advantages of going beyond legal compliance, specifically the Equality Act 2010.
- Facilitate challenging unacceptable behaviour: Creating a safe environment in which to address inappropriate conduct.
- Foster a universal sense of belonging: Ensure everyone feels part of the team.

Our commitments ctd/.

- Create opportunities for employee contribution: Encouraging participation in discussion and decision making.
- Supporting governance: Aligning all policies and processes with these commitments. Monitoring and evaluation

We will regularly monitor and evaluate the effectiveness of this policy to ensure continuous improvement and alignment with our goals. This policy, supported by our managing directors, is intended to improve the well-being, safety and health of everyone we employ and work with.



Bryan McPike
Joint Managing Director



Phyllis Carroll
Joint Managing Director

Approved and Signed 30th April 2025