



EQUALITY & DIVERSITY POLICY STATEMENT

Version 1.1

04 December 2025

MJ Hickey Plant Hire Ltd are committed to the principles of equality, diversity and inclusion in the workplace. We strongly believe that a safe and secure workplace can be created and sustained where people can make active contributions for the betterment of themselves, the business and the wider industry. We embrace and fully support the principals of diversity and inclusion and are fully dedicated to creating the kind of environment that will be receptive, welcoming and inclusive of all our people, including our learners.

We oppose any form of positive or negative discrimination leading to any person being employed, dismissed, discriminated against or treated in a more or less favourable manner based on their age, creed, ethnic origin, religious belief, nationality, gender, sexuality, marital status, political opinion or disability. Such behaviour by a member of staff will be pursued under the Disciplinary rules currently operated by MJ Hickey Plant Hire Ltd

All employees shall have an equal opportunity and access to training, selection, promotion and development in order to progress their career within the organisation, The commitment towards equality and diversity is observed during the advertisement and recruitment of new staff into the company.

We are committed to a programme of action to make this policy fully effective and to ensure that employees have access to this policy. We are devoted towards ensuring that any equality and diversity issues raised by employees are dealt with fairly and in a timely manner.

Due cognisance shall be taken of the following legislation:

- Equality Act 2010
- Race Relations (Amendment) Act 2000
- Employment Equality (Age) Regulations 2006
- Disability Discrimination Act 1995
- Sex Discrimination Act 1975
- Racial and Religious Hatred Act 2006
- Employment Equality (Religion or Belief) Regulations 2003

By making sure we promote equality, diversity and inclusion we will be helping everyone to perform at their best and realise their potential.