

Equal Opportunities Policy

Laing O'Rourke is committed to providing equality of opportunity for employees and job applicants and to ensuring all who work for the Company are able to realise their full potential.

It is Laing O'Rourke's policy to:

- Ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender or gender re-assignment, marital status, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, medical condition, offending background and that all employees are treated with respect and dignity in the workplace.
- Select, promote and train individuals on the basis of their skills and merits.
- Regularly assess conditions of service, remuneration, fringe benefits and facilities to ensure employees' contractual entitlements are met and there are no unlawful obstacles to these.
- Ensure those responsible for recruitment, selection, training, grievance, disciplinary and dismissal procedures are familiar with this policy.
- Make employees aware of their responsibilities under this policy and communicate the Company's commitment to promoting equality of opportunity.
- Treat all third parties – including potential employees, customers, subcontractors, suppliers and members of the public – with respect and dignity.
- Remove the barriers to the achievement of equal opportunities where they exist.

While primary responsibility for equal opportunity rests with the Company, every employee must comply with this policy to prevent discrimination and promote fair treatment. Employees must not directly or indirectly harass or discriminate against other workers. This includes, but is not limited to, unwanted or unnecessary physical contact, use of offensive or threatening language or images, isolating or obstructing another employee, and coercing or intruding by pestering or spying. It also includes the application of any policy or procedure that may have the effect of disadvantaging someone due to their age, disability, gender or gender re-assignment, marital status, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, medical condition or offending background.

If any employee believes he/she has been subject to treatment that breaches this policy they should report the complaint to their line manager in the first instance. The matter will be investigated under the Company's formal grievance procedure.



R G O'Rourke
Chairman and Chief Executive