

Solway Precast Products Limited operates a production facility in South-West Scotland. Products supplied include a wide range of bespoke, standard and re-enforced precast products.

Our Equal opportunity and Diversity Policy is to;

The Company is committed to encouraging and ensuring fairness and equality of opportunity at all stages of employment, including recruitment, for all employees of the Company.

The Company considers that any form of discrimination or less favourable treatment on the grounds of an individual's sex, marital or civil partner status, disability, race, colour, nationality, ethnic or national origin, age, sexual orientation, gender reassignment, pregnancy, trade union membership, religion or belief or the fact that they are a part-time worker or fixed-term employee is unacceptable in terms of good employment practice and legal obligations. The Company recognises that all employees are entitled to dignity at work.

The Company is committed to embracing diversity, which means acknowledging, understanding and appreciating the differences between individuals and developing a workplace that enhances their value. A diverse workforce can offer a wide range of resources, skills, ideas and energy to the business, and help provide a competitive edge. The Company has therefore adopted an equal opportunities policy to ensure that there shall be no discrimination on any of the grounds set out at paragraph 1.1 above. A description of the different forms of discrimination is at paragraph 4 of this Policy.

The Company shall, at all times, strive to work within legislative requirements as well as promoting best practice.

The principle of non-discrimination and equality applies equally to the treatment of visitors, clients, customers and suppliers by members of our workforce and also, in some circumstances, ex-employees.

The aims of this policy are to:

- Support diversity within our organisation;

- Promote equal opportunities in employment;

- Enable the Company to monitor all stages of the employment life cycle, assessing progress and making changes as required; and

- Promote a positive working environment and prevent any form of bullying, harassment or discrimination.

This Policy is for guidance only: it is not contractual and does not form part of your contract of employment with the Company.

Copies of this policy are available on request and are posted on the company notice boards.

The responsibility for the implementation of this policy lies with the Director

Signed

A handwritten signature in black ink, appearing to read 'Andrew Gillon', with a stylized flourish at the end.

Name - Andrew Gillon
Title – Managing Director

Date – 12th January 2026