

Equality & Diversity Policy

The aim of the Policy is to ensure that Milne Management continuously creates an environment, where workforce is diverse, positive with can-do attitude, regardless of their background or characteristics, and where individual differences and contribution is recognised and valued.

Milne Management is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within the Company best interest to promote diversity and eliminate discrimination in the workplace. Milne's aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces Milne's commitment to providing equality and fairness to all employees and not provide less favourable facilities or treatment on the grounds of:

- Age
- sex
- disability (physical & mental)
- gender reassignment or sexual orientation
- marriage and civil partnership
- pregnancy and maternity
- race
- ethnic origin
- colour
- nationality
- religion
- belief

Milne Management leaders are opposed to all forms of unlawful and unfair discrimination. All employees, regardless of their employment status, are treated fairly and with respect. Selecting candidates for employment, promotion, training, or any other benefit is based on candidate's/employee's aptitude, ability and merit. All employees are given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation are fully utilised and maximise the efficiency of the Company whole workforce.

Milne Management commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all Milne's employment practices and procedures so that fairness is maintained at all times.

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This Policy is fully supported by senior management and all employees are obligated to comply with its requirements and promote fairness in the workplace. Discrimination, bullying, harassment or any unfair treatment will not be tolerated. Breach of the Policy will be subject to the Company's Disciplinary Procedures.

Milne Management would like to also draw attention of all stakeholders (customers, subcontractors, consumers and job applicants) to adhere to the Company's Equality and Diversity Policy.

The policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted within our organisation.