

EQUAL OPPORTUNITIES POLICY STATEMENT

BP Installations Limited is committed to providing equal opportunities, promotion and development of employees, the only consideration must be that the individual meets, or is likely to meet the requirements of the post.

The requirements being met, no employee will be discriminated against on the basis of their gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

BP Installations Limited is committed to provide a working and social environment in which the rights and dignity of all of its staff are respected and which is free from discrimination, prejudice, intimidation and all forms of harassment, including bullying.

This Policy means that all employees of BP Installations Limited have the right to work in a safe, professional and inclusive environment, free from discrimination, prejudice and all forms of harassment or bullying.

BP Installations Limited is committed to a programme of action to ensure that this and other matters of equality are implemented and monitored at an organisational and individual level.

The Directors have overall responsibility for all equal opportunities matters. The operation of this policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to the company's activities. This policy has been endorsed by the Board of Directors who gives their full support to the implementation of the policy.

This policy will be subject to an annual review by the Directors of the company to ensure its continued effectiveness.

The above Policy will be reviewed annually or where there are changes to legislation.

For and on behalf of

 bpinstallations

Brendan Payne (Director)

Date: 20 January 2022