



HARMONIX CONSTRUCTION LTD

Equality and Diversity Policy
April 2022

Date: April 2022

PURPOSE

Harmonix believe fundamentally that unique perspectives only broaden the quality of work we can achieve, and we strive to ensure our business operates with input from a variety of people. We are committed to providing opportunities to all employees, whilst ensuring their working environments are suitable, respectful, and uplifting. Our commitment to diversity and equality emphasises other pillars of our business, aligning with our recruitment structure and also how we interact with suppliers and sub-contractors. This policy applies to everyone within the company, and all are expected to honor and uphold it.

In line with Equality Act 2010. Harmonix do not in any form discriminate on any basis, but especially on the bases of age, gender, disability, marriage status, race, religion or belief, sex, or sexual orientation. This first and foremost applies to our employees, but we also hold this to be true for all who interact with our business, including clients, sub-contractors, and suppliers.

IN PRACTICE

We are establishing this inaugural policy as one of the ways to hold ourselves accountable to championing equality and diversity throughout our business. It will be reviewed at least annually to ensure it continues to match our goals and objectives. In addition to this policy, we will facilitate diversity and equality throughout our business in the following ways:

- Widely distributing this policy throughout our office, website and project sites so every person involved in the business has easy access to it
- Ensuring it's a top agenda item during meetings regarding recruitment, new projects, beginning new sites, hiring sub-contractors ect.
- Recruiting in a manner that encourages a diverse background of applicants and ensure remuneration is appropriate
- Maintaining a zero tolerance policy for bullying, harassment, direct or indirect discrimination, and victimisation
- Facilitating and operating an anonymous channel for employees to report any behaviour that goes against this policy
- Providing training opportunities for employees to learn more about diversity and equality in the workplace
- Collect data on our workforce and measure annually our progress on diversity and inclusion

The bottom line is that Harmonix does not accept bullying, harassment, discrimination, or victimisation in any form, from any member or associate of our organisation. Breaches of this policy will be handled in line with the company's disciplinary procedures.

If you have any questions, comments or suggestions related to this policy, please get in contact with Harmonix's Procurement and Sustainability Manager Luke White at luke@harmonixconstruction.com.

April 2022. To be revised no later than April 2023.