

## Our Equal Opportunities Policy

### Definition

At Barnshaws we operate and make every effort to ensure that a working environment exists where all employees are treated with courtesy, dignity and respect irrespective of gender, race, colour or sexual orientation. All efforts are geared to eliminating all bias and unlawful discrimination in relation to job applicants, employees, our business partners and members of the public.

This goes hand in hand with Barnshaw's Values.

### Scope

This policy is integral with our Values, especially the three below:

#### 1. Openness.

- 1.1 Listening to each other and sharing ideas, issues, problems and opportunities. Building trust with our customers, suppliers and all our stakeholders, working with integrity and transparency.
- 1.2 Use common sense to share what we know, both good and bad.

#### 2. Collaboration

- 2.1 Working together to deliver the best possible solution for all concerned. This involves using, sharing and respecting the different skills, knowledge and experience of everyone involved.
- 2.2 Working together to deliver the best solution.

#### 3. Mutual dependency

- 3.1. Understanding each others objectives, looking after each others health and safety and striving to achieve the best for all by working with customers and suppliers so that risks and rewards are shared.
- 3.2 We stand or fall together.
- 3.3 It is a subject and way of working that goes beyond immediate colleagues encompassing;
  - All existing employees
  - All potential employees
  - Sub-contractors
  - Workers (as defined by employment legislation, and to include agency temps)
  - Partners
  - Self-employed people

Everyone has a role to play and the responsibility for challenging questionable behaviour and practices, which are not in line with our values and culture.