

This is the formal statement of the company policy on Equality and Diversity, and incorporates commitment to compliance with the Equality Act 2010

The Executive Board and Directors of FM CONWAY Ltd are committed to making full use of the talents, skills, experience and different cultural perspectives available in a multi-ethnic society. It is the company's policy to ensure that all job applicants and employees receive equal treatment for selection, training and promotion regardless of their race, ethnic or national origins, colour, sex, age, marital status, responsibility for dependants, disability, sexual orientation or religious beliefs.

FM Conway Ltd is committed to being an employer of choice where everyone is recognised for the contribution they make to our business and the diversity of our workforce is vital to maximise our company's performance.

It is also committed to building strong, participative partnerships with its supply chain, clients and all stakeholders to ensure that best practice in terms of fairness, inclusion and respect becomes a trademark of our delivery and builds a platform for continuous improvement.

OBJECTIVES

Our objective is to create an environment where people feel they are respected and valued and can achieve their full potential regardless of their race, nationality, national or ethnic origins, sex, age, marital status, responsibility for dependants, disability, sexual orientation or religious beliefs.

F M Conway Ltd strives to be an equal opportunities employer. This means it is committed to eliminating unlawful discrimination and encouraging diversity in the workplace and to promote a workforce that is truly representative of the communities in which we operate. This policy will provide equality and fairness for all within the framework of the law and not to discriminate on grounds of age, disability, gender reassignment, marital status, pregnancy & maternity, race, religion or belief, sex, sexual orientation. FM Conway Ltd is opposed to all forms of unlawful and unfair discrimination.

In order to promote continuous improvement, FM Conway Ltd have created a Fairness, Inclusion and Respect plan – which will establish its public commitment to employees, clients and other stakeholders.

The plans' goals are to:-

- Publicise the benefits of Fairness, Inclusion and Respect to all
- Identify priorities for action
- Benchmark actions against external standards
- Be recognised for excellence in Fairness Inclusion and Respect delivery

It is the intention to plan, take action and finally to review what is done in order to evaluate progress in comparison to the goals it has established. Being clear about its goals and communicating the outcomes of its activity is crucial to success with respect to our Fairness, Inclusion and Respect programmes.

This statement will be subject to an annual review and is available to interested parties on request.