



MCCARTHY MARLAND

RESOURCEFUL RECYCLING

Equal Opportunity Policy

This policy sets out McCarthy Marland's approach to promoting Equality of Opportunity with the primary aim of providing equality for all and preventing any form of discrimination.

Policy Statement

McCarthy Marland is committed to creating an inclusive working environment to maximise the potential of all staff, providing equal opportunities in all aspects of employment and avoiding unlawful discrimination at work.

McCarthy Marland will not tolerate discrimination, harassment, bullying or victimisation of employees or third parties who do work on McCarthy Marland's behalf.

Who does the policy apply to?

The policy applies to all staff employed by McCarthy Marland and all staff employed by any of its subsidiary companies. Contractors, Consultants and any other third parties who carry out work on McCarthy Marland's behalf.

Principles

The key principals of these equal opportunities policy are to:

- Provide equality for all
- Promote an inclusive culture
- Respect and value differences of everyone
- Prevent discrimination, harassment and victimisation
- Promote and foster good relations across the workforce and with partners

This means being aware of the impact of our behaviour and thinking about the impact of employment policies on people from the protected groups below.

The Law

Our policy is governed by the Equality Act 2010, which makes it unlawful to discriminate directly or indirectly, in recruitment or employment because of protected characteristics.

The protected characteristics are:

- Age
- Disability
- Gender (or sex)
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation
- Pregnancy and maternity, marriage or civil partnership

The Equality Act 2010 places the public sector under a statutory Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity between people from different groups and foster good relations between people of different groups.

As a result, public organisations will be required to publish equality objectives every four years and publish information/data annually to demonstrate their compliance with the general Equality Duty.

Signed:  Date: 4th January 2026