MACINNES BROS LTD

BUILDING, CIVIL ENGINEERING & BUILDERS MERCHANT

Equality Action Plan Policy Statement

January 2026

EQUALITY ACTION PLAN POLICY STATEMENT

Mr Ewen P MacInnes, Managing Director, (or his Deputies/Appointed Person), is responsible for the Equality Policy & for putting the Equality Action Plan into practice.

We will circulate our Equality Policy & complaints procedure to all workers, their representatives, & will also display them on the Company Notice Boards, (where possible).

We will provide guidance for Managers, Supervisors & other relevant Staff on the Companies Equality Policy, & on their respective duties, combined with their responsibilities in relation the current Legislation & Regulations.

Our aim at MacInnes Bros Ltd is to employ a diverse workforce.

We will regularly review & revise the company's policies, practices & procedures, to ensure sure they are not discriminatory in any way, shape or form.

If people from an ethnic background are under-represented, we will endeavour to include a statement in our job advertisements, positively encouraging them to apply:

- Consult with specialist Agencies such as Job Centre Plus, for advice & guidance.
- Ensure the Company advertises jobs as widely as possible & by utilising a multitude of available communication assets & processes.
- Ensuring that the criteria for selection are entirely job & employment related.

Monitor the ethnic backgrounds of all works, job applicants & use the information to improve opportunities at all levels in the Companies Structure & Diversity.

Our aim is to serve all members of the communities we work with & for. If people from some racial groups are under-represented among our customers, we will develop marketing & other strategies to reach them.

Signed: Managing Director Date: 09.01.26