



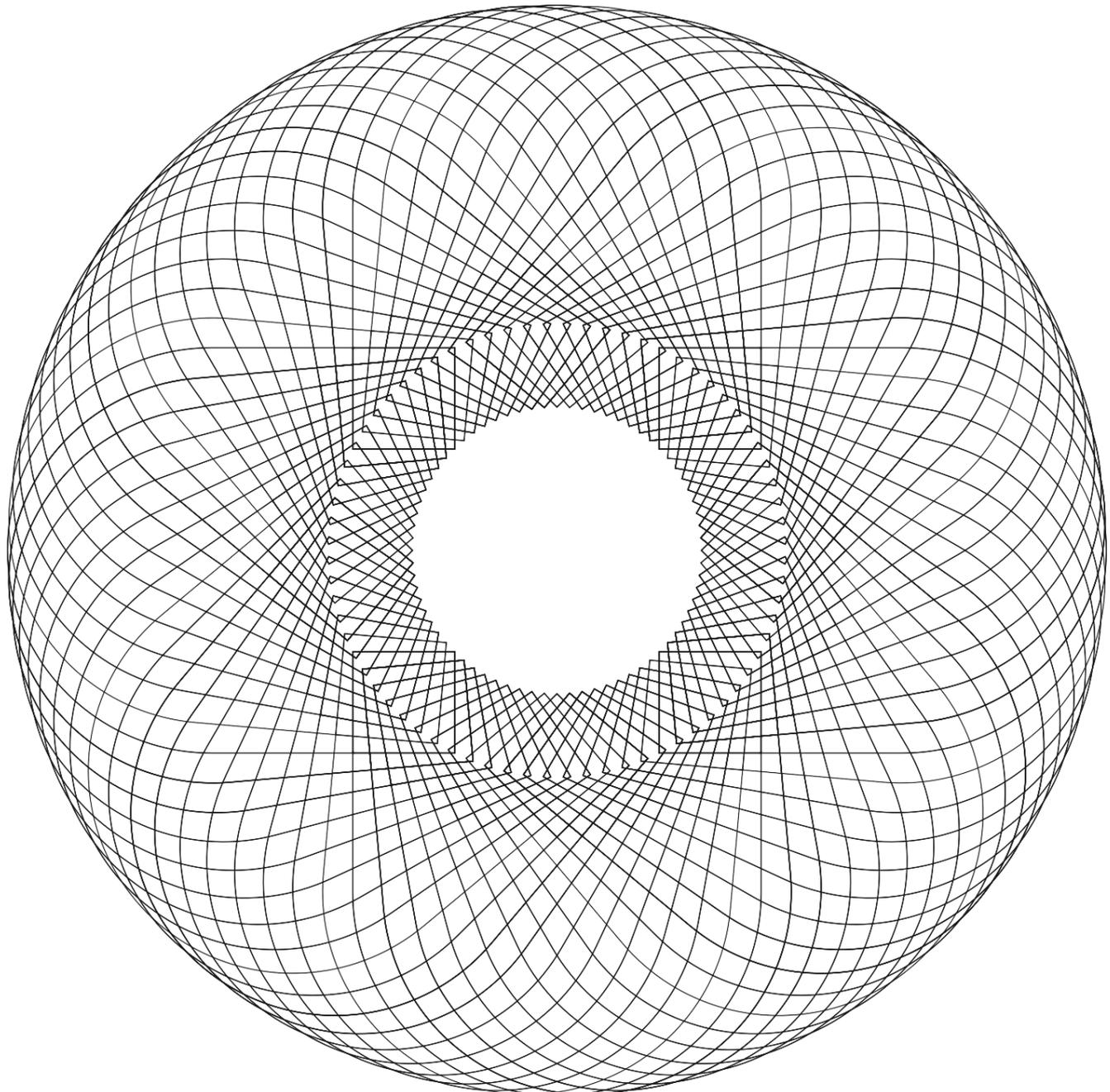
MidGroup

POL01

Equal Opportunities and Diversity Policy

Latest Review:
November 2021

Reviewed By:
Steven Hearn
Elizabeth Murray



Equal Opportunities and Diversity Policy

POLICY STATEMENT

The aim of this policy is to communicate the commitment of the Company to the promotion of equality of opportunity in Mid Group incorporating MID Holding Co UK Limited and Mid Contracting & Consulting Limited (hereinafter referred to as Mid Group).

It is our policy to provide equality of employment to all, irrespective of:

- Gender reassignment;
- Marriage and civil partnership;
- Having or not having dependents;
- Pregnancy and maternity;
- Religion, belief or a lack of religion or belief;
- Race;
- Disability;
- Age;
- Sex;
- Sexual orientation.

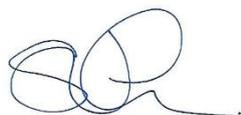
We are opposed to all forms of unlawful and unfair discrimination. All employees of the Company will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the Company. Our equal opportunities policy will help employees to develop their full potential and the talents and resources of the employees will be utilised fully to maximise the effectiveness of the Company.

Mid Group recognises that there is a statutory duty under the Equality Act 2010, to implement an equal opportunities policy. This policy applies to existing employees, applicants for employment and contractors alike.

Mid Group is committed to the principles and practice of Equality. Mid Group values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Signed:



Mr Steven Hearn

CEO of Mid Group

Mid Group is the trading name of - Mid Holding Co UK LTD
and its subsidiaries:

Mid Group Services Ltd
Mid Group West Ltd
Sterling MEP Ltd

Mid Contracting & Consulting Ltd
Sterling BIM Ltd

Mid Group South Ltd
Sterling Living Ltd

1. PURPOSE OF POLICY

To ensure that equality and diversity issues are positively and fully incorporated in all aspects of Mid Group's work. To ensure that all employees demonstrate respect and fairness to colleagues, the public with whom we come into contact and the client for whose benefit we work. To ensure that Mid Group are able to recruit and retain the best staff and celebrate the benefits of diversity on an individual and group level.

2. GUIDING PRINCIPLES

Mid Group expects all employees to positively promote the letter and spirit of this policy in all aspects of their work and their dealings with people, both internally and externally. It is expected that these principles will be integral to all Mid Group's work from inception to implementation.

This policy is fully supported by the CEO – Mr Steven Hearn and all senior directors, plus adopted by Mid Group for all activities.

3. EQUALITY COMMITMENTS

3.1. We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, discrimination by association, discrimination by perception, harassment, and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own Equal Opportunities and Diversity Policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Protect individuals against discrimination because they are pregnant or have given birth
- Protect people against discrimination on the grounds of their race, which includes colour, nationality, ethnic or national origin
- Not treating a person with a disability unfavourably because of something connected with their disability

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- Providing reasonable adjustments for disabled members of staff by the removal of physical barriers and/or providing extra support for the worker. These reasonable adjustments will apply to a disabled person who is:

Employed by Mid Group;

Applies for a job with Mid Group;

Tells Mid Group they are thinking of applying for a job.

- Not treating people who propose to start a process, are in a process or have completed a process to change their gender less favourably
- Treat those married or in a civil partnership equally
- Not treating persons differently regardless of sexual orientation towards; persons of the same sex, persons of the opposite sex or persons of either sex
- Breaches of our Equal Opportunities Policy will be regarded as misconduct and could lead to termination of employment
- To undertaking enhanced checks on employees that work around vulnerable groups i.e young persons and elderly persons etc.

3.2. Mid Group understands their duty to provide extra support (auxiliary aids) where someone else is used to assist the disabled person, such as a reader, a sign language interpreter or a support worker. Mid Group will not ask questions on health and disability when considering candidates for a job unless these questions are intrinsic to the role.

3.3. The company recognises all legislation to implement Equal Opportunities in the work place including:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Immigration, Asylum and Nationality Act 2006
- Human Rights Act 1998 (Amendment) order 2004
- Safeguarding Vulnerable Groups Act 2006



4. IMPLEMENTATION

Mr Steven Hearn has specific responsibility for the effective implementation of this policy.

We expect all employees of the company to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees by issuing an induction pamphlet to all existing, and new employees
- Mid Group will endeavour, through appropriate training, to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for employment of the company
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of employees
- Incorporate equal opportunities notices into general communications practices
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

5. COMPLAINTS

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with their Line Manager, Human Resources Department or Mr Steven Hearn.

Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with by Mr Steven Hearn.

Signed:

Steven Hearn

CEO of Mid Group

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MONITORING AND REVIEW

We will establish appropriate information and monitoring systems to assist the effective implementation of our Equal Opportunities and Diversity Policy. The effectiveness of the Equal Opportunities and Diversity Policy will be reviewed regularly (at least annually) and action taken as necessary.

DATE OF REVIEW	REVIEWED BY	BRIEF DESCRIPTION OF CHANGES	REVIEW DATE
April 2017	Steven Hearn	Policy reviewed in line with current legislation	April 2018
April 2018	Steven Hearn	Policy reviewed in line with current legislation	April 2019
April 2019	Steven Hearn	Policy reviewed in line with current legislation	April 2020
February 2020	Steven Hearn	Change of Address	February 2021
October 2020	Elizabeth Murray Steven Hearn	Policy reviewed in line with current legislation and appropriate amendments to ensure up-to-date following new CEO	October 2021
November 2021	Elizabeth Murray Steven Hearn	Branding Update & Annual Review	November 2022

This Policy will be reviewed on an annual basis or:

If there is reason to suspect that it is no longer valid; or

If there has been a significant change in the matters to which it relates