Equality Declaration
Equality Commission
Registration Number 39946

We confirm that our company has not been served with a notice by the Fair Employment Commission stating that we are not unqualified as described under the Section 41-43 of the Fair Employment Act 1989

General

The purpose of this policy statement is to proclaim and emphasise the commitment of Mamo Building Services Ltd to afford equal opportunity for all employees and all those associated with the company's activities. It affirms that both management and staff will rigorously observe the principles and actively pursue the objective set out in this statement. Mamo Building Services Ltd will always seek to ensure, in the discharge of their responsibilities, that the policy is fully implemented.

It is the policy of Mamo Building Services Ltd that advancement, employment and training within the organisation will be based on merit subject to the candidates possessing, where required, relevant experience and qualifications. Mamo Building Services Ltd will afford equality of treatment regardless of age, colour and disability, ethnic or national origins, political opinion, race, religious belief, marital status, sex or sexual orientation.

There is a legal framework to protect individuals from unfair discrimination. Discrimination should be taken to be acting in a way which places an individual or group of individuals at a disadvantage or treats them unfairly based on the factors exemplified in the above paragraph. Such factors are irrelevant in assessment process. The existence of law cannot of itself ensure workplace equality policies will work effectively. This will only be achieved if staff at all levels examine critically their attitudes to people and ensure discriminatory factors do not influence the judgements they make. Staff should be aware of the forms which discrimination can take, guard against them and avoid any action which might encourage others to treat people unfairly.

Discrimination can be direct or indirect. Direct discrimination occurs where a conscious decision is taken to apply a condition, which excludes people, based on age, colour, disability, religious belief etc. Indirect discrimination occurs where a condition or requirement is applied equally but is of such a nature that it would limit the participation of a particular group of people, i.e., the group would constitute a considerably smaller proportion of those who could comply with that condition or requirement.

Care should always be taken to guard against the subtler and unconscious varieties of discrimination, which may not easily be perceived. These may result from general assumptions about the capabilities, characteristics and interests of groups (for example the disabled), which are allowed to influence the treatment of individuals or groups. They may also take the form of applying conditions or requirements, without considering whether they operate disproportionately to the disadvantage of groups. Unconscious discrimination may show itself in several ways:

a) Staff may be directed to types of work based on these general assumptions without sufficient regard to the specific experience, knowledge or qualifications of the individual.

b) Preconceptions about the ability of any groups of staff to supervise may be allowed to affect recruitment or promotion to supervisory positions.

c) The allocation of work and the recruitment or promotion of individuals into posts may be affected by assumptions about the reactions of other staff and/or members of the public: and

d) There is a risk that "double standards" may be used in making judgements of merit and that different standards may be used for different groups of staff.
These and similar kinds of behaviour may occur without conscious intention to discriminate and without giving rise to complaints by those affected. Line managers should take particular care to be seen to be impartial in their dealings with all staff. When interviewing any individual - whether in job appraisal reviews or in course of day-to-day business - they should ensure that their own conduct accords with the policy in this statement and take appropriate action to deal with any difficulties which appear to arise from lack of impartiality by any member of staff.

This policy pursues and builds on the statutory position in Great Britain and Northern Ireland. The intention is to comply as much with the spirit as with the letter of the Legislation and to establish and pursue an effective policy of promoting equal opportunity.

It is essential that this policy should be clearly communicated to all levels of management and staff, and it should also be made known to potential applicants. to this end, all existing members of staff and all recruits will receive a copy of this statement, and its contents will be reflected as appropriate in training courses, circulars and guidance to recruitment and promotion panels. It will also be made clear to potential applicants through career literature and job advertisements that Mamo Building Services Ltd is an Equal Opportunity Employer. For example, advertisements seeking applicants may include a statement that an imbalance in a particular group such as males/females or Protestants/Roman Catholics exists and applications from that group would be particularly welcome.

Implementation

The Managing Director will ensure that all staff for whom he/she has responsibility is aware of Mamo Building Services Ltd's policy on equal opportunity and that there is no discrimination of any kind. Line managers are responsible to the Managing Director for ensuring that all staff for whom they have responsibility is aware of Mamo Building Services Ltd's policy on equal opportunity and that there is no

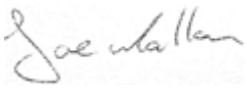
discrimination of any kind. For the policy to be effective, it must be adopted at all levels throughout the organisation. Employees who act contrary to this policy and who commit acts of illegal discrimination or harassment will be liable to disciplinary action.

Information systems

A comprehensive system will be established to monitor the composition of the work force and the application of this policy in areas such as recruitment, promotion etc. Accurate and up-to-date information will be provided to the statutory body (Equality Commission) in such a way as to protect the anonymity of individuals.

Recruitment, Promotion and Training

As an Equal Opportunity Employer, it is the aim of Mamo Building Services Ltd to tap the entire labour market. Advertisements, whether internal or external, must not indicate, or appear to indicate, an intention to unfairly discriminate in selection for recruitment, promotion, training or transfer. Care must be taken to ensure that nothing is said about Mamo Building Services Ltd's policies or activities, which might be interpreted as reflecting any form of discrimination.



Joseph Mallon 05/01/2026
Managing Director