VWJ EARTHMOVING LTD.

TOPSOIL • AGGREGATES • TIPPER & GRAB HIRE

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Equal Opportunities Policy

VWJ Earthmoving Ltd declares itself to be an equal opportunity employer and is opposed to any form of less favourable treatment, whether through direct or indirect discrimination according to employees or job applicants on the grounds of their race, religious beliefs, political opinions, creed, colour, ethnic origin, nationality, marital/parental status, sex, sexual orientation or physical or mental disabilities etc.

We similarly declare our opposition to any form of less favourable treatment according to employers or applicants on the grounds of non-job-related disabilities or age.

We recognise our obligations under the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and the spirit and intent of the related Codes of Practice.

For the elimination of discrimination on grounds of sex or marital status and the promotion of equality of opportunity in employment.

For the elimination of racial discrimination and the promotion of equality of opportunity in employment.

For the elimination of discrimination on the grounds of disability and the promotion of equality of opportunity in employment.

For the elimination of discrimination on the grounds of age and the promotion of equality of opportunity in employment.

It is the duty of all employees to accept their responsibility for fostering full integration into the community at work by adhering to the principals of this policy.

The company will regularly review the policies and procedures to ensure all areas are up to date and cover all relevant groups and individuals.

Signed: V. Webb-Johnson

Name: Victoria Webb-Johnson

Position: Managing Director

Date: 06/01/2026

Review Date: 05/01/2027