

EQUALITY POLICY STATEMENT

Bachy Soletanche Ltd (BSL) is a specialist geotechnical contractor in ground investigation, foundation, and specialist geotechnical work. We are committed to creating a diverse and inclusive workplace, free from discrimination, where decisions are based solely on merit, and all employees are treated with respect and fairness.

BSL aims to eliminate discrimination and encourage diversity in all aspects of our operations. We will ensure our recruitment, promotion, training, and working conditions foster equality and inclusivity.

This policy applies to all employees, including temporary workers and job applicants.

What is Discrimination?

Discrimination occurs when a person is treated unfairly due to one of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination can take various forms:

- Direct Discrimination: Treating someone less favourably due to a protected characteristic.
- Indirect Discrimination: Policies or practices that disadvantage certain groups, unless justified.
- Disability Discrimination: Failing to make reasonable adjustments for disabled employees.

Our Commitment

BSL will not tolerate any form of discrimination. All employees are expected to treat each other with dignity and respect and to actively contribute to a diverse and inclusive workplace.

Recruitment and Selection

We are committed to ensuring that job requirements are clear, job selection is based on merit, and no applicant is disadvantaged due to protected characteristics. BSL seeks to avoid stereotyping and discriminatory assumptions during recruitment.

Promotion and Training

Promotion and training decisions will be based on merit. We provide equal opportunities for all employees to progress and develop, ensuring these opportunities are communicated broadly and inclusively.

Working Conditions and Terms of Employment

BSL ensures that terms of employment, benefits, and facilities are free from unlawful discrimination. We regularly review policies to ensure they are inclusive and accessible for all employees. Religious observances, such as prayer breaks, will be accommodated where possible, without causing disruption to business operations.

Approved by:

Tamas Kaltenbacher

Tamas Kaltenbacher (May 7, 2026 14:36:44 GMT+1)

Date:

30/03/2026

Name and Title:

Tamas Kaltenbacher BSL Managing Director

Support for Disabled Employees

BSL is committed to making reasonable adjustments for employees with disabilities, including providing additional equipment, support, or modified duties.

Gender Equality

BSL strives to improve gender balance across all levels of the organisation. We are dedicated to:

- Strengthening relationships with STEM organisations to attract diverse talent.
- Participating in events like International Women's Day to promote diversity.
- Offering flexible working arrangements, such as job shares and part-time contracts.
- Conducting regular pay audits to ensure gender equality in compensation.

Training on Equality

BSL provides regular training to all employees, including the 'Fairness, Inclusion, and Respect' eLearning course, to raise awareness of diversity and encourage inclusive behaviour.

Relationships with Visitors, Customers, and Suppliers

BSL expects all visitors, customers, and suppliers to adhere to our equality standards. Discrimination will not be tolerated, and appropriate action will be taken if necessary.

Reporting Discrimination

Employees who believe they have been discriminated against should report the matter informally to their manager or HR. Formal complaints can be raised through the Grievance procedure. Employees making good faith complaints will be protected from retaliation.

Disciplinary Action for Discrimination

Discrimination, bullying, or harassment will lead to disciplinary action, including potential dismissal. BSL takes allegations seriously, and investigations will be conducted promptly and confidentially.

Policy Review and Communication

This policy is reviewed annually and communicated to all employees. It is made publicly available via our website.

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