

## EQUAL OPPORTUNITIES POLICY

Phoenix Brickwork (UK) Ltd actively promotes and practices equal opportunities throughout all its activities and businesses and understands its responsibilities under The Equality Act 2010.

The Company undertakes not to discriminate against anyone on the basis of

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Gender
- Sexual Orientation

The Company will achieve its policy through the following:

- Monitoring its recruitment
- Training its existing employees
- Ensuring the Equal Opportunities Policy is promoted at new employee inductions
- Maintaining current knowledge of legislation and integrating changes into the policy
- Communicating any changes promptly to all its employees across the company activities
- Dealing with complaints or issues in a timely manner through the Equal Opportunities Appeals Procedure

The Company will not tolerate discrimination, harassment, bullying, victimisation, or any unfair treatment in relation to employment, training, promotion, recruitment, subcontractor engagement, or workplace activities.

Employment decisions including recruitment, promotion, training, pay, and development opportunities will be based on merit, competence, and business needs.

The Company expects subcontractors, labour providers, and supply chain members to operate in accordance with the principles of this policy.

Complaints or concerns will be investigated fairly, confidentially, and without retaliation against individuals raising concerns in good faith. Phoenix Brickwork (UK) Ltd is committed to maintaining a workplace culture based on dignity, fairness, inclusion, and mutual respect.

Phoenix Brickwork (UK) Ltd seeks the co-operation of all its employees in ensuring that this policy is exercised responsibly.

This policy shall be reviewed annually or following significant legislative or organisational changes.

Signed:



Mr Christian Watson  
Group Chairman

30th October 2025

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