

STATEMENT OF INTENT

Lagan Aviation and Infrastructure Limited (LAIL) fully supports the concepts of fairness and respect which are at the core of equality. LAIL is an Equal Opportunities employer, we value diversity and are committed to creating an inclusive organisation free from discrimination. We believe that the diversity of our people, their skills and abilities is the strength that helps us achieve our best. We see the business benefits from integrating equality, diversity and inclusion in day to day business practice. Our aim is therefore for our workforce to be representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

We will not discriminate against, or harass any person, on the grounds of: Sex, Pregnancy or maternity, Gender reassignment, Marital or Civil partnership status, Religious or other similar philosophical belief, Political opinion, Racial group (including colour, nationality, and ethnic or national origin), Sexual orientation, Disability or Age.

Our objectives are:

- To be an employer of choice for people of different backgrounds
- To maximise the opportunities for diverse talent to join and remain in the Company
- To maintain a good and harmonious working environment where discrimination, bullying, harassment and victimisation are not tolerated and to support this with a Management Standard for Resolving Issues at Work
- To encourage, through training and consistent communication, all our people to take an active role against all forms of discrimination and harassment
- To ensure that remuneration, benefits, terms and conditions, appraisal and recruitment procedures are fair and equal and not affected by stereotyping or prejudice
- To help employees through training and other opportunities to develop to their full potential
- To develop greater understanding of our commitment to equality, diversity and inclusion amongst our customers, supply chain, communities, our people and job applicants
- To make good faith efforts to comply with, and exceed where possible, the spirit and letter of equality legislation, through our policies, standards and practice
- To monitor our job applicants/workforce in line with our registration with the Equality Commission for Northern Ireland for the purposes of the Fair Employment & Treatment (NI) Order 1998

ROLES AND RESPONSIBILITIES

Responsibility for this Policy ultimately lies with the LAIL Managing Director. Day to day responsibility lies with the HR Manager who is responsible for the implementation of the Policy Statement and associated arrangements.

Line Managers are expected to set a good example by treating employees with fairness, dignity and respect and to be alert to unacceptable behaviours and to take appropriate action to stop it.

This Policy Statement and associated arrangements are mandatory and apply to all Employees. Employees are responsible themselves for not committing acts of unlawful discrimination or harassment against any other persons, such as their co-workers, job applicants, our supply chain and our customers. Employees should discourage discrimination and harassment by making it clear that they find such behaviour unacceptable and by supporting co-workers who suffer such treatment, whether working with clients, sub-contractors or business partners.

MANAGEMENT ARRANGEMENTS

We have suitable arrangements to monitor the diversity of our workforce and, where appropriate, we will consider taking affirmative action to promote fair participation.

This Policy Statement and associated arrangements are maintained in the LAIL Business Management System (BMS). They will be continually reviewed and improved in line with the needs of the business and to ensure

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| Ref No: | 1-LAI-HR-POL-010 | Issue No: | 1.2 | Issue Date: | 25/08/2022 |
| Functional Owner: | Steve Turner | Document Owner: | Claire Coleman | Page: | 1 |

Policy Statement

Equality, Diversity and Inclusion



ongoing compliance with legislation and best practice. It will be brought to the attention of all new employees during induction and will be available to all Employees via the LAIL online BMS.

Compliance with this Policy Statement will be regularly monitored through regular review of HR and business performance. Incidents of non-compliance may be treated as misconduct which can result in dismissal from employment.

AUHORISATION

A handwritten signature in dark blue ink that reads "Steve Turner".

Steve Turner
Managing Director

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