

STATEMENT OF INTENT

Lagan Aviation and Infrastructure Ltd (LAIL) is an Equal Opportunities employer and values diversity among our people. We are committed to creating an inclusive organisation that is free from discrimination and treat everyone fairly and with respect. The skills and abilities of our diverse workforce contributes to our continued growth. Our workforce shall be employed based on merit without discrimination against any sections of society. When making recruitment and selection decisions we will select the best person for the job and all decisions will be made objectively and lawfully. Likewise, we will follow the same principles when making other employment-related policies and decisions, such as those relating to pay and benefits, opportunities for promotion and training, flexible working arrangements, absence and performance management and, if necessary, redundancy.

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

We recognise that our workforce and our employment policies and practices may potentially cause barriers for job applicants and employees who have disabilities. We will make reasonable adjustments to ensure that these are removed when needed. We recognise that a failure to comply with the reasonable adjustment duty would be an act of unlawful discrimination.

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 ensure that discrimination, bullying, harassment and victimisation are not tolerated at work
- to encourage 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
- to develop employee's understanding and awareness through training and other opportunities
- to develop greater understanding of our commitment to equality, diversity and inclusion amongst our customers, supply chain, communities and our people
- to comply with, and exceed where possible, the equality legislation, through our policies and practices
- 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 and in line with any local legislative requirements where we work.

ROLES AND RESPONSIBILITIES

Responsibility for this Policy ultimately lies with the Managing Director of LAIL. Day to day responsibility lies with our HSE & Sustainability Manager who is responsible for the implementation of the Policy.

Line Managers will set a good example by treating employees with fairness, dignity and respect and discourage unacceptable behaviours and take appropriate actions to prevent reoccurrence.

This Policy Statement and associated arrangements apply to all Employees. Employees shall not commit acts of unlawful discrimination or harassment against any other persons, such as their co-workers, job applicants, our supply chain, customers and communities. We will treat it as misconduct which may warrant dismissal from employment, or other employment related penalties as is appropriate. Employees shall also discourage discrimination and harassment.

Ref No:	1-LAIL-HRES-POL001	Issue No:	1.1	Issue Date:	06.02.2023
Functional Owner	Nicola Cawley	Document Owner:	Steve Turner	Page:	1

MANAGEMENT ARRANGEMENTS

We monitor the diversity of our workforce and, where appropriate, take action to promote fair participation.

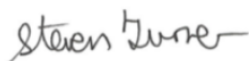
This Policy Statement will be reviewed to ensure ongoing compliance with legislation and best practice. It will be brought to the attention of all new employees during induction and will be available to all Employees via Pulse.

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.

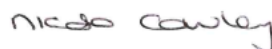
Our employees have a right to work in a good and harmonious environment that is free from unlawful discrimination and harassment and to complain about such behaviour should it occur.

We have established an internal Resolving issues and Grievances at Work Management Standard to deal with such complaints and we would encourage aggrieved employees to use it. All complaints will be dealt with seriously, promptly and confidentially.

Employees who make complaints of discrimination or harassment and others who give evidence or information in connection with such complaints will not be victimised (i.e. they will not be discriminated against or harassed in retaliation for their actions).



Steve Turner
Managing Director



Nicola Cawley
Human Resources Manager

Ref No:	1-LAIL-HRES-POL001	Issue No: 1.1	Issue Date: 06.02.2023
Functional Owner	Nicola Cawley	Document Owner: Steve Turner	Page: 2