

Equal Opportunities Policy

This policy explains how Offshore Construction Associates recognises that it is essential to provide equal opportunities to all persons without discrimination and to promote diversity.

It is the policy of OCA to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. OCA recognizes the importance of diversity within its associates and suppliers and look for partnerships with disadvantage businesses enterprises.

The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity and diversity in all aspects of employment.

The organisation recognises that adhering to this Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. OCA recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.

The application of recruitment, training, and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits.

All employees of the organisation will be made aware of the provisions of this policy.

This policy will be updated annually.

A handwritten signature in black ink, appearing to read 'Nick Wordsworth', with a long, sweeping horizontal stroke at the end.

Nick Wordsworth

CEO

12 February 2024