



# Muir Group plc

## Equality & Diversity Policy Statement

The Muir Group plc have long recognised that individual differences and styles are important to team performance, and greater understanding, respect and value of the benefits that these differences can bring can enhance the performance of our organisation, in an increasingly diverse customer base and labour market. Putting each employee's unique contributions to good use maximises our ability to meet business challenges and fulfil our client and employee expectations, while stimulating performance and innovation.

We seek to develop a work environment where we treat all employees as individual, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for our employees seeking opportunities through training and development, promotion and career planning.

We will continue to support our managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

Through our comprehensive quality procedures, Muir Group also ensure that sub-contractor's approach to equality and diversity is assessed for inclusion in our Approved Sub-contractors List and all sub-contractors are issued with a copy of our Policy before starting work.

Martin Smith  
Group CEO

Date: February 2024