Document: **JB-POLICY-014**	**EMPLOYMENT AND INDUSTRIAL RELATIONS POLICY**

EMPLOYMENT AND INDUSTRIAL RELATIONS POLICY

It is the policy of Jones Bros Ruthin (Civil Engineering) Co Ltd:

- To promote consultation and co-operation and encourage free communication between the Company and its Employees
- To provide information to Employees on issues relevant to them
- Not to discriminate between employees or potential employees with disabilities or on the grounds of age, race, sex, gender reassignment, marital and civil partnership status, religion or belief, pregnancy and maternity, part time status, sexual orientation, disability, nationality or social origin and to offer the same employment opportunities, training, career development and promotion prospects to all (refer to the Company's "Equality and Diversity Policy")
- To take adequate steps to ensure the occupational health and safety of its employees
- To ensure there is a fair and systematic approach to the enforcement of standards of conduct.

Review

This policy will be reviewed annually and any changes made communicated to all Jones Bros Ruthin (Civil Engineering) Co Ltd employees.



Hefin Lloyd-Davies
Director
November 2025