



Byrne Group is fully committed to the elimination of unlawful and unfair discrimination, and values the differences that a diverse workforce brings to the organisation.

In compliance with the Worker Protection (Amendment of Equality Act 2010) Act 2023, Byrne Group will not discriminate, either directly or indirectly, because of a protected characteristic:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race (which includes colour, nationality and ethnic or national origins).
- Religion or Belief.
- Sex or Sexual Orientation.

Byrne Group will not discriminate because of any other irrelevant factor, and will build a culture that values meritocracy, openness, fairness and transparency.

Byrne Group extends its positive attitude in respect of Equality and Diversity to all applicants, employees, clients, communities, suppliers and contractors, whether permanent or temporary.

This policy applies to all processes relating to employment and training, and to any dealings with customers and clients.

Decisions relating to customers and communities will be based on business-related criteria only, and any irrelevant information will not form part of the process.

Every effort will be made to ensure that all business practices and procedures follow best practice, and that legal requirements are adhered to.

The policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements.

Signed:

Michael Byrne

Chief Executive, Byrne Group

Issued: 2012

Reviewed: January 2026

