



“dispute resolution, delay analysis and project planning specialists”

Equal Opportunities Policy

At Construction Navigation Services (CNS) we are committed to providing equality of opportunity in a culture where respect and fairness are ingrained. We recognise that discrimination is morally unacceptable and that our business will prosper from having a diverse workforce. We will employ people based on merit and not discriminate on grounds of: race, gender, sexual orientation, pregnancy, ethnicity, marital status, religion, beliefs, disability or age.

At all times we will operate within the law and codes of practice with regards to discrimination and equality. Working closely with our clients and partners in Construction, M&E and Building, we will look to introduce best practice in these areas. This includes implementing the wider provisions of the Equality Act 2010 which looks to provide a single legal framework for tackling disadvantage and discrimination.

The Directors of Construction Navigation Services are responsible for this policy and will implement its requirements when recruiting, promoting, training or assigning personnel. All staff, including consultants who act on our behalf, will be treated fairly and decisions affecting them will be based solely on their skills, knowledge and experience. With training, mentoring and support, we will provide equal opportunities for all staff to advance their careers.

We will collaborate with staff and look for innovative ways to reduce prejudice and increase equality of opportunity. The Directors will communicate these requirements to all staff through induction and briefings and personally promote a culture of equality awareness and continual improvement. They will review this policy at least annually and communicate changes to all employees and consultants.

Ian Gunton
Director, Construction Navigation Services Ltd

Ian Mackay
Director, Construction Navigation Services Ltd

Reviewed November 2010