



DIVERSITY STATEMENT

Our Commitment

ROBAR Civil is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by the Workplace Gender Equality Act, 2012.

This applies to all employment practices within our organisation, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ROBAR Civil's hiring decisions are based solely on qualifications, experience, merit, and current business needs.

Our diversity and inclusion efforts will therefore focus on:

- Leading and managing inclusively – embracing different cultures, ethnicities, genders and sexual orientations
- Creating a work environment that fosters growth and advancement
- Engaging with our audiences in a way that reflects and respects their unique perspectives and experiences

Our diversity and inclusion objectives, and progress towards achieving them, will be assessed regularly to ensure they align with our business and recruitment objectives.

A handwritten signature in black ink, appearing to read "Barry Egan", is written over a horizontal line.

Barry Egan
Managing Director