



Equality, Diversity and Inclusion Policy

Áras Éanna is committed to a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued.

Áras Éanna believes that embracing equality and diversity in the workplace benefits not just Áras Éanna but also individual employees, divisions and our customers. All our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and markets and we want to utilise the widest range of skills, knowledge and experience in our business while complying with legislation.

We recognise that a “one-size-fits-all” approach to managing people does not achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, Áras Éanna strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience or education. Harnessing the wide range of perspectives this diversity brings, promotes innovation and helps make us more creative and competitive.

Áras Éanna is committed to an inclusive working environment which respects diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, family status, disability, civil status, and religious beliefs. We will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no job applicant, employee, customer or supplier receives less favourable treatment. We will also ensure that other policies and practices reflect our commitment to treating people fairly and respecting the dignity of employees at all times.

This overall policy is supported by appropriate harassment and bullying policies, and disciplinary and grievance procedures. Employees who believe they have experienced discrimination, harassment or victimisation are entitled to raise matters through the appropriate Áras Éanna grievance procedures or the Áras Éanna harassment and bullying policies. Complaints will be treated seriously and will be dealt with in a confidential, expeditious manner in as far as reasonably practicable. Employees who make complaints will not be victimised for doing so. Employees should be aware that making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our disciplinary procedure. Pursuance of complaints through these internal procedures does not prejudice an employee in pursuing matters through other available means.

This policy does not alter or amend employees’ contracts of employment or form a part of any such contract of employment. Áras Éanna may amend or change this policy from time to time.

Aontaithe leis an mBord Meán Fómhair 2024