EQUAL OPPORTUNITIES POLICY 2026

1. Mackinnon Construction (MCL) is committed to the development and promotion of equal opportunities for all, including positive steps to deal with any inequality, where these are appropriate and necessary.
2. Nobody should be disadvantaged on grounds of race, colour, nationality, national or ethnic origins, religious or political beliefs, sex, sexuality, age, disability, responsibilities for dependants, or for any other reason which cannot be shown to be justifiable.
3. This policy applies to all employees alike and includes potential new employees, partners, contractors and consultants, and other third parties connected to our company.

Promise of Equality

All employees have the right to be free from harassment, bullying or discrimination of any kind. Such behaviour will not be tolerated.

As an equal opportunities and fair treatment employer, Mackinnon Construction Ltd

- Is committed to the elimination of unfair discrimination, and to the promotion of equality of opportunity in training and employment by the continuous development of a non-discriminatory culture, see employees handbook, Section 5.
- Strive to create and to extend opportunities in training and employment to all sectors of the community
- Aims to ensure that no job applicant, employee, or visitor receives less favourable treatment on the grounds of age, disability, special needs, gender, marital status, sexual orientation, religion, race, colour, nationality, ethnic or national origin, political belief or any other grounds, or is disadvantaged by conditions or requirements which cannot be justified by specific reference to the job, situation or course of study
- Recognises that working towards genuine equality of opportunity is not additional or marginal to its activities but is central to the efficiency and development of the company business, and to the assurance of high quality work and training

Responsibility

With rights come responsibilities – all employees have the responsibility to treat everyone else at Mackinnon Construction with respect and not to discriminate against, harass or bully anyone. Employees also have the responsibility to help stop anyone else showing this kind of behaviour. Either by asking the culprit to stop doing this (providing the employee is not put at personal risk) or by reporting the behaviour to a line manager or the MCL HR Coordinator.

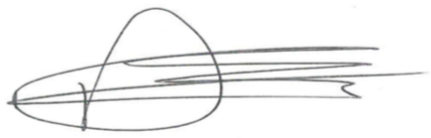
Disciplinary action will be taken against anyone found guilty of breaching this policy statement.

All employees must work together to make Mackinnon Construction a place where people can come, confident in the fact that they will not be subjected to discrimination of any kind.

Foreign workers

All construction workers have a right to work on sites where they will not be exposed to uncontrolled risk or the effects of ill health from the working environment.

Mackinnon Construction is responsible for health and safety of all employees including foreign workers where spoken English is not their first language. Where foreign workers are employed; a risk assessment shall be compiled to identify the required; information, instruction, supervision and training, to ensure their safety. Where deemed necessary by risk assessment, MCL will provide an interpreter to ensure the health and safety of the employee and others who may be effected by our undertakings.



Signed: ..... Date Effective 9th January 2026

Alistair J. Mackinnon – Managing Director