



Dominic Lydon (Galway) Ltd

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People, Equality & Inclusion Policy

Policy Aim

Dominic Lydon Steel Galway Ltd. is committed to creating a fair, respectful and inclusive workplace where all employees are treated with dignity and respect.

We value the contribution of our people and are committed to providing equal opportunities in recruitment, employment, training, development and progression. We do not tolerate discrimination, bullying, harassment or unfair treatment in the workplace.

Objectives

- Treat all employees and applicants fairly, respectfully and with dignity.
- Provide equal opportunities regardless of gender, age, disability, family status, civil status, race, nationality, religion, sexual orientation or membership of the Traveller community.
- Make employment and progression decisions based on skills, qualifications, experience, performance and business requirements.
- Promote a workplace where diversity is respected and valued.
- Not tolerate discrimination, bullying, harassment or victimisation.
- Provide employees with appropriate opportunities for training, development and career progression.
- Support open communication and encourage employees to raise concerns without fear of unfair treatment or retaliation.
- Maintain appropriate procedures for dealing with complaints, grievances and workplace concerns.
- Comply with applicable Irish equality and employment legislation.
- Promote a positive working environment that supports employee wellbeing, respect and inclusion.
- Review this policy regularly and take appropriate action to support continual improvement.

Responsibilities

Management is responsible for promoting and implementing this policy and ensuring that employees are treated fairly and consistently.

All employees are expected to treat colleagues, customers, suppliers and other persons they interact with through their work with respect and professionalism.

Review

This policy will be reviewed annually, or sooner where there are significant changes to legislation, company activities or organisational requirements.

Approved by

Derek Mulveen

Derek Mulveen (General Manager)

05/01/2026