



Dornan Engineering Ltd its subsidiaries, branches, departments, offices, and employee’s hereafter for the purpose of this Procedure known as “the Group”.

Dornan Management System

DOCUMENT NUMBER: COR-HR-QA-POL-0004-25-EQUALITY, DIVERSITY & INCLUSION POLICY	REVISION: -0001	DATE: JUN 2025
POLICY TITLE: EQUALITY, DIVERSITY AND INCLUSION POLICY		

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This document is part of a set of Integrated Management System documentation developed to meet the requirements of ISO 9001, ISO 14001 & ISO 45001.

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Micheál O’Connor
Group Managing Director



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EQUALITY, DIVERSITY & INCLUSION POLICY

1.0 INTRODUCTION

A strategic priority for Dornan is recognizing and valuing the differences between individuals and groups of people, advocating equality of opportunities, non-discrimination, and inclusion in the workplace. Dornan maintains a strong will to promote equality, diversity, and inclusion by placing a positive value on our people's diverse backgrounds, knowledge, skills, and experiences. Respect for individuals, for difference, and for the inherent dignity of every person is central to how Dornan operates. Respect is a fundamental value that informs every aspect of our EDI policy. We expect all employees to engage with one another in a manner that upholds dignity and mutual consideration, fostering a workplace culture where everyone feels safe, valued, and empowered to contribute fully.

2.0 OBJECTIVE

We are committed to a non-discriminatory approach and provide equal opportunity for employment and advancement in all our departments, projects, and sites. We embrace and value diverse life experiences and heritages, ensuring that all voices are valued and heard. By encouraging the use of these differences, we enhance a productive and effective workforce, empowering individuals to bring their full selves to work. We are dedicated to the continued personal growth and development of all our people, treating everyone in a fair, unbiased, and inclusive manner. Dornan adheres to, supports, and implements the laws of each country we operate within, current EU Directives, Irish legislation (Employment Equality Acts 1998 – 2015, Equal Status Act 2000-2015), and UK legislation (Equality Act 2010) in relation to equality opportunities and diversity and inclusion in the workplace through our policies and procedures, including our Leadership & Mentor Programme which supports the equal development and advancement of all employees.

3.0 SCOPE

This policy applies to all employees across the Dornan Group including Contractors, Independent Service Providers, Subcontractors, and Suppliers, regardless of location or role.

4.0 RESPONSIBILITY

It is the responsibility of all employees, managers and directors to implement and adhere to this policy and to support our commitment to embed equality, diversity and inclusion into our processes, projects and general way of Dornan life.



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5.0 POLICY

- Dornan seeks to provide equal opportunities for all its employees and to eliminate all forms of discrimination, harassment, and victimisation in the workplace.
- Dornan is committed to building and maintaining a diverse workforce and will not discriminate in any aspect of employment on the grounds of gender, gender reassignment, race, religion, colour, ethnic or national origin, age, disability, sexual orientation, political opinion, or marital status
- Dornan is committed to providing equal opportunities throughout employment, including in the remuneration, recruitment, training, and promotion of staff.
- Dornan works to foster good relations between different groups and promote a place of belonging and inclusion.
- Dornan will not accept any form of provocation, bullying or abuse directed at any of its employees or to be the subject of sexual, racial, physical, psychological, or verbal harassment. This includes, but is not limited to:
 - Social exclusion and isolation
 - Verbal abuse and insults
 - Being treated less favourably than colleagues in similar roles
 - Belittling a person's opinion
 - Spreading malicious rumours, gossip or innuendo
 - Intrusion - pestering, spying or stalking
 - Intimidation and aggressive interactions
 - Excessive monitoring of work
 - Withholding information needed for the person to perform their job properly
 - Repeatedly manipulating a person's job contents and targets
 - Blaming a person for things beyond their control
 - Use of aggressive or obscene language
 - Other menacing behaviour
- All employees will be made aware of the provisions of this policy and all employees are required to recognise and comply with the principles of this Policy.
- Dornan ensures that adequate policies and supporting procedures are in place to identify failures, ensure all employees are aware of the expected standards and are compliant.
- Any employee found to be in breach of relevant legislation and/or this policy—including acts of discrimination, harassment, bullying, or victimisation—will be subject to disciplinary action in accordance with the Dornan's formal disciplinary process, as outlined in the **IRL-HR-IR-POL-014 Disciplinary Policy Rev2**. This includes:
 - A structured investigation process
 - The right to a fair hearing
 - Proportionate disciplinary measures, which may include verbal or written warnings, suspension, or termination of employment depending on the severity of the breach
- A Dornan employee can report any intimidating, bullying, hostile or offensive conduct to their manager, Director or the HR Department, in line with the Company Grievance procedure.
- Dornan is committed to candidates being assessed in accordance with their merits and qualifications and their ability to perform the relevant duties required by a particular vacancy.



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- Dornan will not tolerate discrimination against any candidate, employee, or client.
- Dornan operates to ensure that we follow and are compliant to all applicable legislation in the region in which we work.

6.0 COMMITMENT

Dornan's Commitment to Building an Equal, Diverse and Inclusive Workplace in 2025

- Implementing a Leadership Programme and Performance Review & Career Plans to support the equal development and advancement of all employees.
- Re-establishing the Mentorship Programme to create a forum for sharing experiences, specifically aiming to increase participation and engagement among employees from minority groups.
- Building awareness of bias and unconscious bias via training as part of the Learning Management System (LMS).
- Setting an industry standard by promoting innovative diversity practices and inclusivity through the provision of suitable site facilities for all. This may include quiet rooms, female PPE, female showers, and site female toilets.
- Promoting Pride Month International Women's Day and celebrating different cultures.
- Fostering a safe working environment and a sense of belonging within Dornan.
- Ensuring equal pay and working conditions across the structure.
- Promoting equality, inclusion, and diversity, and holding all employees accountable.
- Developing cultural intelligence through training, workshops, and cross-cultural collaboration.
- Encouraging collaboration through social events.
- Building communication channels among different departments, offices, and locations.