

# BOLES HIRE

www.boles-hire.ie



TELEHANDLER & PLANT HIRE

Tel: 046 943 9003

## EQUITY, DIVERSITY, AND INCLUSION POLICY

**Company Name:** Boles Hire Ltd

**Effective Date:** December 2025

### 1. Policy Statement

Boles Hire Ltd is committed to encouraging equality, diversity, and inclusion among our workforce and eliminating unlawful discrimination. Our aim is for our workforce to be truly representative of all sections of society and for every employee to feel respected and able to give their best.

### 2. Scope

This policy applies to all aspects of employment, including recruitment, pay and conditions, training, promotions, conduct at work, and termination of employment. It applies to all employees, contractors, and agency workers acting on behalf of Boles Hire Ltd.

### 3. Our Commitments

We are committed to:

- **Equality of Opportunity:** Providing equality, fairness, and respect for all in our employment.
- **Prohibiting Discrimination:** We will not unlawfully discriminate based on the nine protected grounds under Irish law:
  1. Gender (including gender identity)
  2. Civil status
  3. Family status
  4. Sexual orientation
  5. Religion
  6. Age
  7. Disability
  8. Race (including colour, nationality, or ethnic/national origin)
  9. Membership of the Traveller community.
- **Dignity at Work:** Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination.
- **Pay Transparency:** Complying with the EU Pay Transparency Directive and ensuring "equal pay for like work" regardless of gender or any other protected characteristic.

### 4. Recruitment and Selection

Recruitment at Boles Hire Ltd is based solely on merit, ability, and suitability for the role. We will:

- Ensure job advertisements are inclusive and do not discourage any group from applying.

- Refrain from asking candidates about their current or previous salary history, in line with modern best practices.
- Provide reasonable accommodations for candidates with disabilities during the interview process.

## **5. Training and Development**

We ensure that training and progression opportunities are accessible to all employees. In the plant hire industry, we specifically commit to ensuring that technical training and SOLAS CSCS certifications are awarded based on competency and business needs, without bias.

## **6. Reporting and Grievances**

Any employee who believes they have been subject to discrimination or harassment is encouraged to raise the matter through our formal Grievance Procedure.

- All complaints will be taken seriously and dealt with confidentially.
- Boles Hire Ltd operates a zero-tolerance policy; any breach of this policy by an employee will be treated as gross misconduct and may result in disciplinary action up to and including dismissal.

## **7. Review and Approval**

This policy is approved by senior management and will be reviewed annually to ensure compliance with the latest Workplace Relations Commission (WRC) guidelines.