

Fair and Equal Pay Policy Statement

J Breheny Contractors Ltd is an equal opportunities employer and is committed to the principle that pay and conditions of employment are non-discriminative and free from bias. The Company ensures that pay and conditions of employment do not infringe on the Company's Equal Opportunities Policy and as such are fair, equitable, and in accordance with all relevant and current legislations.

For the purpose of this policy and in line with relevant legislation, pay is defined by Article 141 of the Treaty of Rome as:

"The ordinary basic or minimum wage or salary and any other consideration, whether in cash or kind, which the worker receives directly or indirectly, in respect of his (*or her*) employment from his (*or her*) employer"

Pay, therefore, includes pensions, discretionary bonuses, and sick pay as well as other additional benefits.

Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action if any unequal pay is identified

We will:

- Implement an equal pay review for all current staff and starting pay for new staff (including those on maternity leave, career breaks or non-standard contracts).
- Plan and implement actions in partnership with trade unions
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their pay is determined
- Respond to grievance on equal pay as a priority
- In conjunction with trade unions monitor pay statistics annually.

Complaints relating to equal pay should, in the first instance, be made to the relevant line manager. If these informal approaches do not satisfy the employee the complaint may be dealt with through the Company's grievance procedure.

This Policy is to be reviewed no later than 31st December 2010.



JNE Breheny
Chairman and Chief Executive
December 2009