

Equal Opportunity Policy

EQUAL OPPORTUNITY

In line with the Equality Act 2010, the Company is committed to the principle of equal opportunity in employment.

Accordingly, management will ensure consistency in recruitment, selection, training, development and promotion procedures, with the result that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, gender reassignment, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, marital status and civil partnership, age, or being a part-time or fixed-term worker.

The Company's objective is to ensure that individuals are selected, promoted and otherwise treated solely based on their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of employment against employees or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination; and
- bringing to employees' attention that they will be subject to action under the Disciplinary Procedure for discrimination of any kind.

Employees can contribute by:

- not discriminating against fellow employees, customers, clients, suppliers or members of the public with whom you come into contact during your duties
- not inducing or attempting to induce others to practise unlawful discrimination; and
- reporting any discriminatory action to a senior Manager.

The achievement of these objectives necessitates a contribution from everyone. All employees have an obligation to report any act of discrimination, which will be pursued through the Grievance Procedure.



Rob Sayles
Managing Director

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